

سكنا من الامل

FINANCIAL TIMES

SPAIN Gaudi's vision shines brightly Page 3

No.30,887 Thursday July 6 1989 D 8523A

World News Business Summary

Suspended prison sentence for North

Colonel Oliver North, the White House aide at the centre of the Iran-Contra arms scandal, was given a three-year suspended prison sentence and ordered to pay a \$150,000 fine for covering up his role in the affair.

Angry exit by Plessey from GEC peace talks

Plessey's latest attempt to escape the threat of takeover collapsed when it pulled out of peace talks with the General Electric Company amid bitter recriminations over GEC's negotiating tactics.

Greek Government leaves without saying goodbye

By John Wyles in Athens

POWER has been not so much transferred in Greece this week as casually abandoned by the outgoing Socialist (Paseok) Government.

Mr Tsanis Tsanetakis, the new Prime Minister, and his colleagues complained yesterday that they had had to take office without the benefit of any briefings from their predecessors and they were unable to discover a single ministerial file on current policy issues.

We shall do it very fast, but it is an unfortunate waste of time. According to Mr Mitsotakis, the situation in the Foreign Ministry was especially parlous since all documents relating to the highly sensitive negotiations with Washington on the future of US bases in Greece had disappeared.

Mr Mitsotakis also alleged that Mr George Papandreu, the former Prime Minister's son who was Minister of Education, had waited until Tuesday before returning two Government cars and a personal guard of 17 policemen and seven motorcycleists.



Mitsotakis: found no records

Gorbachev holds out possibility of talks with Walesa

By Ian Davidson in Paris and John Lloyd in London

MR MIKHAIL Gorbachev, the Soviet President, yesterday held out the possibility of a meeting with Mr Lech Walesa, leader of the Polish Solidarity trade union.

HK Bill of Rights

A new Bill of Rights is to be introduced by the Hong Kong Government to entrench essential freedoms in the colony ahead of its transfer to China in 1997. Page 4

Iran troops call

Iran called on the UN to compel Iraq to withdraw its troops from the more than 2,000 square kilometres of Iranian territory they still occupy. Page 4

Rome pact possible

Italy's Prime Minister-designate, Mr Ciriaco De Mita, won a brief extension of his mandate after signs of a breakthrough in the 47-day government crisis. Page 3

Junta talks pledge

Sudan's new military leader said his junta would start peace talks with rebels fighting a six-year civil war. Page 4

Tokyo campaign

Japan's ruling party opened its campaign for the first national election in three years with a frank admission from Mr Sosuke Uno, Prime Minister, that it was "swimming against the winds". Page 4

Rail dispute deepens

British Rail announced record profits of £304m (£40m) for 1988/89 but insisted that it could not increase its 7 per cent award to striking rail staff. Page 9

Opposition first

The opposition has won a government in Mexico for the first time since the Institutional Revolutionary Party took power in 1929. Page 6

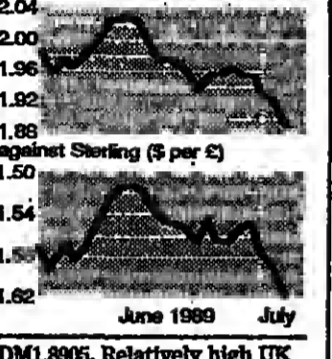
Colombo censorship

Sri Lanka imposed press censorship and mobilised thousands of military reservists to tackle violence by rebels. Page 9

Vichy chief dies

Jean Leguay, 79, former police chief of Vichy France, who was charged but never prosecuted for crimes against humanity, died in Paris. Page 9

MARKETS: Concern over the outlook for the US economy and narrowing interest rate differentials pushed the dollar down to a two-month low of Dollar



DM1.8005. Relatively high UK rates helped sterling gain 3.20 cents to \$1.6195 and improve to DM3.0226 from DM3.0500. Currencies, Page 38

NEWS that Consolidated Gold Fields, mining investment company, has given up its fight for independence and agreed to a revised \$1.5bn (\$500m) offer from Hanson, UK conglomerate, received a very lukewarm reception in the City of London. Page 17

PARIS: The stock exchange is about to suffer its third bankruptcy in the space of one year. Rouleuvre, ranked among the 10 largest firms in Paris by trading volume, is to file for bankruptcy today. Page 17

OLIVETTI, Italian office equipment and computer manufacturer won one of the single largest contracts for banking automation systems ever awarded worth \$179m guilders (\$86m). Page 6

ELDEBS: Mr John Elliott and his fellow Directors of Eldebs XL, Australian farming and agribusiness group, are preparing to launch a bid for the company valued at \$45.5bn (\$4.2bn). Page 17

PROPOSALS for the European Commission to control mergers came under fire from Sir Gordon Horrie, UK Director-General of Fair Trading. Page 9

FUJITSU, Japan's largest computer manufacturer, is taking a 30 per cent stake in Proget Computer, US-based company chaired by Mr Robb Wilcox, former chairman of International Computers of the UK. Page 19

WEST GERMANY's federal budget deficit next year will rise to DM83.7bn (\$17bn) from an expected DM67.5bn this year due to a 3.4 per cent increase in 1990 spending and proposed tax cuts. Page 16

CHINA'S application to rejoin the General Agreement on Tariffs and Trade has been put on hold following the government's crushing of the student protest movement. Page 6

STATE Bank of India, country's largest commercial bank, is to launch a \$100m mutual fund, India Magnum Fund, in the US. Page 21

NEGOTIATIONS for the replenishment of the funds of the International Development Agency will enter a crucial stage at a meeting of senior officials from donor countries in Copenhagen today. Page 6

Price Waterhouse and Arthur Andersen plan biggest services firm

By David Waller in London

ARTHUR Andersen and Price Waterhouse, the international accountancy and consulting firms, are today expected to announce a proposed merger which could create the world's largest professional services firm.

Neither firm would comment yesterday on the planned link-up which still has to be endorsed by the respective partners at Ernst & Young.

In global terms, the Chicago-based Arthur Andersen is the larger of the two firms, with fee income of \$2,626m in 1988 compared with the \$2,224m earned by Price Waterhouse in the same year. London-based Price Waterhouse has more partners, however, with 2,626 against Andersen's 2,018.

The proposed move follows the merger between Ernst & Whinney and Arthur Young, two of the other "Big Eight" firms which dominate international accountancy. That merger was voted through at the end of last month, prompting speculation that other large firms would follow suit. In terms of fee income and number of professional staff, the Andersen-Price Waterhouse firm would displace Ernst & Young from its briefly held position as the world's largest firm. The new firm will have more than 60,000 professional staff and joint fee income of \$5,000m compared with Ernst & Young which has 47,000 professional staff and fee income of \$4,240m.

Shamir initiative for West Bank wins backing

By Hugh Carnegie in Tel Aviv

MR Yitzhak Shamir, Israel's Prime Minister, last night won a rousing show of unity within his Likud Party over his Government's peace proposals for the occupied territories, but at the cost of significant concessions to rebels on the right of his party.

In a deal with three Cabinet ministers opposed to his peace initiative - which was struck just before a special party conference on the plan - Mr Shamir accepted a joint resolution affirming four conditions to limit the scope of the proposal.

The resolution, agreed amid cheers and singing by almost all the 2,600 members of Likud's central committee, endorsed the continued pursuit of the peace initiative. This proposal elections in the occupied West Bank and Gaza Strip leading to interim Palestinian self-rule, followed by negotiations on a final settlement. The rationale at first was that companies straddling national borders required a consistent audit in all parts of the world. In time, the audit client base was exploited by the firms to build large international practices in other areas such as management, systems and tax consultancy. Lex, Page 16

Hong Kong airport staff lured by Qantas with passport offer

By Michael Murray in Hong Kong and Chris Sherwell in Sydney

QANTAS, the Australian airline, is attempting to recruit more than 150 of the 400 highly qualified engineering employees of Haseco and up to 180 are expected to join Qantas and move to Australia within two to six months, once applicants produce professional and technical certificates and immigration documentation.

The loss of more than 100 of about 400 licensed engineers at Haseco would deal a severe blow to the company, which provides the vital maintenance services to airlines operating in and out of Hong Kong's Kai Tak international airport.

The Hong Kong Government and Cathay Pacific, the colony's airlines, are both understood to have expressed concern to the Australian Government in Canberra. Hong Kong officials raised the issue with Sir Geoffrey Howe, the British Foreign Secretary, during his visit this week, citing it as a dramatic example of the crippling effect the brain drain will have on the local economy if an insurance policy in the form of right of abode in the UK is not granted to Hong Kong people. Qantas, which is also trying to recruit in Singapore, Britain and Ireland, said airline executives to Hong Kong together with an Australian immigration official. They interviewed more than 150 of the 400 highly qualified engineering employees of Haseco and up to 180 are expected to join Qantas and move to Australia within two to six months, once applicants produce professional and technical certificates and immigration documentation. The loss of more than 100 of about 400 licensed engineers at Haseco would deal a severe blow to the company, which provides the vital maintenance services to airlines operating in and out of Hong Kong's Kai Tak international airport. Under Australia's employment sponsorship scheme, workers with skills which are short in Australia could export to gain citizenship and a passport three years after arriving. Mr Gary Southwell, manager of Qantas in Hong Kong, said that the local recruitment drive had started long before the June 4 suppression of demonstrators in Peking shook confidence in the future of Hong Kong. Licensed aircraft maintenance engineers, who have the authority to sign aircraft off as being fit to fly, are in short supply worldwide. Qantas has advertised locally before but have failed to have much success, offering a financial package not much better than that obtainable locally. But the company is known to have stepped up its campaign in Hong Kong in the wake of the 4 June suppression of the rush for foreign passports. The airline failed to predict the tourist boom in Australia and is having difficulty maintaining and expanding its international services network due to a shortage of qualified maintenance staff. Mr Geoffrey Bentley, the Australian consul-general in Hong Kong, said that any applications from Qantas under the employer sponsorship programme would be processed in the normal manner. Most airlines using Kai Tak use Haseco, which undertakes the complete overhaul, modification and refurbishment of aircraft, as well as line maintenance providing transit and overnight services and engine component and avionics overhaul.

MARKETS table with columns for Sterling, Dollar, Stock Indices, and Gold.

Contents table listing various news items and their page numbers.

Advertisement for Six to Eight Princes Street, featuring a large image of the building and text describing a rare opportunity to acquire a long leasehold interest.

EUROPEAN NEWS

Spanish taxman opens treasure chest of black money

By Peter Bruce in Madrid

JUBILANT SPANISH tax authorities will today begin to make calls on up to 250,000 people named as holders of dubious insurance policies on seven computer disks handed over to the Finance Ministry in Barcelona this week by Spain's biggest savings bank, La Caixa.

The disks contain details of single premium life policies, primas unicas, worth some \$7.3bn sold by La Caixa in 1985, 1986 and 1987 to clients who were told the investment was tax free and who were looking for bolt-holes for "black money".

Primas unicas became the single most important depository of such cash in Spain in those years and the surrender of the lists represents an immeasurable victory for the Treasury in its fight against tax fraud.

Tax evasion is arguably Spain's most chronic economic ailment. Mr Jaime Gaitero, the chief of the revenue service, took delivery of the Caixa tapes personally on Monday and warned those on the lists that they had just two days to file their own tax statements or risk being personally checked out by inspectors.

The Treasury believes about \$13bn was buried in primas unicas between 1985 and 1987. The country's biggest insurer, Euroseguro, which is owned by Banco Bilbao Vizcaya, came from nothing to take the lead in the industry in 1987 simply by virtue of its heavy primas unicas business and it is likely to be the revenue service's next target.

Italian political logjam shows signs of breaking up

ITALY'S Prime Minister-designate, Mr Ciriaco De Mita, won a brief extension of his mandate yesterday after signs of an unexpected breakthrough in the 47-day government crisis, Reuters reports from Rome.

The Christian Democrat Mr De Mita, whose first government collapsed on May 19, met President Francesco Cossiga to explain his difficulties forming a coalition and told him it would be possible soon to establish whether the crisis could be overcome.

Parliamentary sources said that after a meeting late on Tuesday between Mr De Mita and Mr Bettino Craxi, the Socialist leader and key figure in the crisis, it looked as if the squabbling five-party coalition that has ruled Italy for six years might be patched up.

Mr Craxi holds the whip hand because his party controls the effective balance of power, despite being less than half the size of the dominant Christian Democrats (DC). So far, however, he has rejected a revival of the coalition on the grounds that two of its junior members (Republicans and Liberals) formed an alliance with the maverick Radical party during last month's European elections which was hostile to the Socialists.

Gaudi's vision shines as brightly as ever in Barcelona after more than a century

Peter Bruce reviews progress on the Sagrada Familia cathedral

ONE TINY door in the corrugated iron fence that surrounds the building site of the towering Sagrada Familia cathedral in the centre of Barcelona opens into a light, airy studio.



Subirachs' sketch of a piece of sculpture for the west porch

It is inconspicuous, a small, slightly hunched and bespectacled man is one of Spain's greatest living sculptors, Jose Maria Subirachs, who does not have much time to talk to visitors. For the past three years, Mr Subirachs has been working almost non-stop on more than 100 pieces he has promised to finish for the west facade, depicting Christ's death and resurrection, on Antonio Gaudi's incredible church.

It is agonisingly slow work. About a third of the sculptures are in place. Dotted around the site are others slowly taking shape. "When I get tired of cutting, I do some drawings," says Mr Subirachs, who is 75.

The Sagrada Familia has always demanded everything from the people involved with it. Gaudi, already celebrated for his breathtaking organic apartment blocks and his delightful Parque Guell in Barcelona, was an almost fanatically religious man whose apparently crazed buildings belied his seriousness. He knew he would never see his church completed in his lifetime. It is unlikely to be completed in our lifetime either.

Gaudi was just 22 years old in 1882 when the Catholic authorities sacked the architect who had started building their cathedral and asked him to finish it. The building would, they agreed, be financed by private Catholic donations only, and all the best of the Catholics happened to be Catalan as well. Gaudi stuck broadly to the original architect's positioning of the church but the rest is his. The building is almost impossible to describe. Gaudi has taken a conventional neo-Gothic model and moulded, twisted and turned almost every straight line. The stark concrete structure has then been painstakingly sculpted inside and out to look something like a half-burned candle encrusted with the wax its has shed.

At the moment, only the gigantic east and west facades are standing. They are 70-100 metres high spires ending in glorious mosaic flourishes. By 1928, when Gaudi, then 74, was knocked down and killed by a city tram, he had finished the east front. A huge anonymous donation - Pta 300,000 - in 1980 encouraged him to build from the outside inwards and he wanted to build the facade to show Barcelona what was possible and to serve as a beacon for further donations.

But the cathedral also inflamed political passions in Catalonia. The right wanted building to continue when he died; the left, mainly anarchists, wanted it torn down. In 1936, at the start of the Civil War, anarchists burned Gaudi's studio and destroyed the large model he used to help builders follow his complicated ideas. The moulds for the model survived, though, the most critical being those for special columns he designed for the central nave. Gaudi, by bonding the columns inwards at their tops to support the lateral push of the roof against the outside walls, claimed to have found a way around the flying or static buttresses that had been a mainstay of Gothic church architecture.



The west and east facades of the cathedral

Nevertheless, it was not until 1982 that work finally began in earnest on the west facade and it has still not finished. And though there are still voices on the left who argue that building should stop, Barcelona's architectural establishment disagrees.

"People have finished more difficult buildings," says Mr Joan Margarit, a lecturer at the city's architectural school, "and the fact that it is still being built is part of its attraction. It is a testimony to Gaudi's genius, in fact, that work goes on at all. Because, behind the final design, the flourishes and the quiet religious ambience of the place, lay, according to his admirers, one of the great geometric minds of his time. There is not a single ungeometric line in the Sagrada Familia," says Mr Margarit. Mr Jordi Bonet, the architect currently under commission to complete the work, agrees. "Gaudi was determined to give his intuitions geometric form," he says. "He knew he would not finish the cathedral and by making his design conform to geometric principles he was trying to help his successors. He never improvised."

It will take, Mr Bonet guesses, 10 years to complete the nave. Luckily 1988 was a bumper year for donations - Pta 300m (£1.56m) poured into the project's coffers and between November 1988 and February this year - and the following the theme, but imitations are always bad. Even if the nave is finished by 2008, the south facade and the hardest part, the main spire, are still to come. Topped by a giant golden cross, the central spire will one day rise more than 70 metres above the present towers, dwarfing the mighty concrete eruption that already dominates Barcelona's skyline. The final spire, as Gaudi drew it, defies imagination. No-one now working on the cathedral will ever see it built, but that does not depress Mr Bonet. "Less money has been spent on this building than it costs to buy two F-16 jet fighters," he says. "And anyway, adds Mr Margarit, 'no-one is in a hurry.'"

Brussels wants red tape cut for trucks at borders

By David Buchan in Brussels

THE LONG lines of trucks at frontiers between European Community countries could virtually disappear next year, if member states were to follow a new tax fraud control system proposed by the European Commission yesterday.

It wants to abolish from next year the system whereby every driver has to lodge a transit notice each time he crosses an internal EC frontier. Value added taxes, whose rates still differ widely, are levied on a consignment at the rate prevailing in the country of destination. By means of these transit notices, customs services can track where and when consignments go astray - usually to avoid tax - and levy the right rate of VAT regardless.

The Commission is proposing that truck drivers should be relieved of filling in a total of some 10m pieces of paper a year. If a cargo disappears in a tax fraud, the Commission suggests, there should be a presumption that the incident took place in the country of the cargo's departure or, in the case of non-EC goods, of the country where the cargo entered the EC. The country where the fraud was committed would get the tax, but, as a new penalty for dishonest shippers, at the highest rate applicable to the goods anywhere in the EC.

Even if the proposals gets member state approval, trucks would still be subject to random checks for food health and safety reasons. At the same time, the Commission proposes sharp progressive increases in the value of tax-paid goods which individual travellers are allowed to take from one EC state to another. Its aim is to stimulate cross-frontier shopping, and by this means put pressure on member states to bring their VAT rates closer. This accords more with the UK preference for market forces, rather than regulation from Brussels, to harmonise VAT rates. Allowances on tax-paid goods would rise from Ecu390 (£253) at present to Ecu900 at the start of next year, to Ecu1,200 at the start of 1991, and finally to Ecu1,600 at the start of 1992 - until a year later, with the intended abolition of all fiscal frontiers, they are supposed to disappear.

R&T
PROFIT
R&T

For faster profit, R&T is the key

Rush & Tompkins' remarkable reputation for meeting (and beating) deadlines to strict budgetary and specification demands is the key to your profitability.

Over the years, R & T have evolved a unique style of management that allows for the closest possible working relationships.

By working hand in hand with you right from the pre-planning stage, our contribution to the partnership is maximised - and so is your project's profit potential.

Cost savings can be recognised and achieved and the construction programme streamlined to give you a bigger and faster return for your money.

This highly effective management system is backed by innovative, state-of-the-art construction techniques and is reinforced by a network of regional offices: you are never remote from the team assigned to your project.

R & T is the key to profitability. So, if you have a project under consideration for the future, you may well find it profitable to talk to us now.

Partners for the future

Head Office: 18 Savile Row, London W1X 1AE. Tel: (01) 493 4937.

R&T
R&T

OVERSEAS NEWS

Sihanouk says talks with Vietnam 'have collapsed'

By Lindsay Murdoch in Peking

PEACE negotiations between the Vietnamese-installed Phnom Penh regime and the Cambodian resistance have "totally collapsed," Prince Norodom Sihanouk, the resistance leader, said yesterday.

Prince Sihanouk said that he could no longer plan to return to Phnom Penh as head of state by November and predicted full-scale war for Cambodia after September 30, the date set by Vietnam for the withdrawal of the last of its troops from the country.

"There is no way to stop the war against Vietnam," he said. "There will not be a civil war. There will be a continuation of the war against Vietnam's colonialism."



Prince Sihanouk at his Peking press conference yesterday

China has said that it would stop supplying military aid to the Khmer Rouge and to non-Communist resistance factions if Vietnam withdrew all of its troops from Cambodia. Prince Sihanouk's comment appeared to indicate that China will be prepared to keep up the arms shipments after that date.

"China will definitely be on the side of the National Resistance of Cambodia," Prince Sihanouk said. He added that if arms were unable to reach resistance soldiers inside Cambodia because Thailand closed its frontiers, then China would supply hard currency "which will allow us to buy the things we need inside Cambodia."

Prince Sihanouk said he was not optimistic that a round table session between Mr Hun Sen and the leaders of his three resistance factions, scheduled for late July in Paris, would reach agreement. He also said he was not optimistic about the outcome of an international conference on Cambodia to be held in Paris during August. "But we have a duty to participate," he said.

The Prince named Australia as one of the conference participants. He said there was disagreement between Vietnam and his resistance on which countries should attend the conference, but also named the six non-Communist countries of the Association of South East Asian Nations (Asean).

Prince Sihanouk, in an apparent attempt to shore up his support from Asean nations, which have been meeting in Brunei, said that his army had not and would not receive "lethal assistance" from the US. He said "foreign personalities" attempting to disadvantage his faction were stepping up their criticism of the "so-called intention of the United States of America to support... military assistance."

The Bush Administration last month acknowledged that it could not win congressional support for its proposal to arm

Cambodia's non-Communist resistance. An Administration official said that President George Bush would find other ways to show his support for the non-Communist resistance forces.

Prince Sihanouk said yesterday "There is no lethal US aid so I ask those personalities of Asean countries to concentrate on the sending of lethal aid from the USSR through Vietnam to Hun Sen's army."

He said despite changes made by Mr Hun Sen that included a new flag, an opening of the economy and the declaring of Buddhism as the State religion, the constitution remained Communist. "It is unacceptable. We want a liberal democracy. We want the head of state elected by the people to remain in office for seven years," he said.

Prince Sihanouk said Mr Hun Sen was refusing to consider dismantling his regime so that a quadripartite Government could be formed. Prince Sihanouk in May had softened his demands on the dismantling, saying that the Hun Sen constitution might be acceptable if changes were made to allow a multi-party system.

Prince Sihanouk said that his resistance and Vietnam were also in dispute on the establishment of a United Nations peace keeping force and the involvement of the UN in the Paris conference. He said his resistance rejected a demand made by Vietnam that the Cambodian state occupied by the resistance in the United Nations be vacated.

"I am always hopeful but I can see no way for the resistance and Hun Sen to come to agreement in Paris," Prince Sihanouk said. Prince Sihanouk said that he would attend the Cambodian faction talks and international conference in Paris as an observer and would be represented by his son.

Prince Sihanouk, in an apparent attempt to shore up his support from Asean nations, which have been meeting in Brunei, said that his army had not and would not receive "lethal assistance" from the US. He said "foreign personalities" attempting to disadvantage his faction were stepping up their criticism of the "so-called intention of the United States of America to support... military assistance."

The Bush Administration last month acknowledged that it could not win congressional support for its proposal to arm

Australian reserve bank chief picked

By Chris Sherwell in Sydney

MR Bernie Fraser, 48-year-old Secretary of Australia's Treasury Department, is to be the new governor of the Reserve Bank, it was confirmed yesterday.

A statement from Mr Paul Keating, the Treasurer, said he was recommending to the Governor-General that Mr Fraser replace Mr Bob Johnston, who resigns at the end of his seven-year term on July 18, aged 65.

Mr Fraser's position at the Treasury is to be taken by Dr Chris Higgins, currently a deputy secretary in the department. Both appointments are to take effect from September 18.

Debate over Mr Fraser's appointment has intensified ever since it was first mooted in February. Attention has focused on whether the bank might be weakened as a source of independent advice under an "outsider" so closely associated with Mr Keating's economic

S African black miners agree to wage rises

By Jim Jones in Johannesburg

SOUTH AFRICA'S all-black National Union of Mine-workers (NUM) has agreed to wage increases ranging from 13.5 per cent to 21.3 per cent offered by the country's gold and coal mine owners.

The agreement, which covers about 500,000 men, came one week after the union's members had voted overwhelmingly to reject a "negotiable" offer of 11 per cent from the Chamber of Mines, the employers' negotiating body.

In April the union had laid the ground for talks with a demand for increases which would have almost doubled lifted the wages of the lowest paid to R243 (\$198) a month.

The union has been under considerable pressure to moderate its demands and accept increases lower than the current 15 per cent inflation rate. At present gold mines well over a dozen gold mines are suffering operating losses and several have retrenched heavily to cut costs. In contrast coal mine profits are healthy.

Mr Cyril Ramaphosa, the general secretary, expressed satisfaction with the negotiated increases but said that a unified wage structure was needed for the industry.

Anglo American and Johannesburg Consolidated Investment (JCI) pay significantly higher minimum wages than other mining houses, while Gold Fields of South Africa (GFS), the affiliate of Consolidated Gold Fields, pays considerably less.

The NUM is scarcely represented on the mines managed by GFS and Mr Ramaphosa says, the union will now concentrate on organising on mines where it is weak.

Once that is done emphasis will be placed on bringing wages paid by the various mining groups into line with each other.

Canberra defence staff face wide-ranging cuts

By Chris Sherwell

AUSTRALIA'S armed forces and the defence ministry, long criticised for being top-heavy with desk-bound officers and bureaucrats, are being streamlined in a restructuring announced yesterday.

Of some 50 Canberra-based senior officer positions, some 120, or 15 per cent, are to be abolished by February 1991. The posts include ranks ranging from the equivalent of lieutenant colonel to major general across all three services.

A reduction of 300 positions, or more than 10 per cent, will also be imposed in the number of Canberra-based civilian staff in the next year. This includes 17 positions in the Department of Defence's senior executive ranks (branch head to deputy secretary).

Mr Kim Beazley, Defence Minister, said the changes

would "improve and streamline the whole process of doing defence business."

On the military side, the restructuring is expected to bring significant structural efficiencies. Substantial pay rises will be sought for senior officers, so giving them more challenging and better paid jobs. The reductions are to be achieved through natural wastage and by offering redundancy packages.

The civilian reductions come on top of cuts made outside Canberra. Since January 1984, the number of civilians in the Department of Defence has dropped from 40,200 to 25,300.

Altogether Australia's defence force personnel number about 70,000 of which about 32,000 are in the army, 22,000 in the air force and 16,000 in the navy.

Hong Kong plans Bill of Rights

By Philip Stephens, Political Editor

A NEW Bill of Rights is to be introduced by the Hong Kong Government to entrench essential freedoms in the colony before its transfer to China in 1997.

Sir Geoffrey Howe, Britain's Foreign Secretary, said yesterday that the Bill would be among a number of measures designed to protect Hong Kong's freedoms after last month's suppression by the Chinese Government of student demonstrations in Peking.

The colony's Government, which signalled its intention to draw up such a document at a meeting yesterday of its Legislative Council, planned to introduce it "as soon as possible," he added.

Speaking after his return from Hong Kong, Sir Geoffrey reaffirmed that Britain would be looking carefully at proposals to speed the rate of progress towards representative government. The pace, however, would continue to be dictated by the wishes of the colony's people.

Sir Geoffrey also indicated that Britain would take up directly with the Chinese Government two issues of special concern in the colony.

These were Article 18 of the draft Basic Law, which would allow the Peking Government to declare a state of emergency in the colony after 1997 and the question of the stationing in Hong Kong of Chinese military forces.

Mr Paddy Ashdown, leader of the Democrats opposition party, yesterday described plans for two top-level trade delegations to visit Peking this autumn as "ill-timed."

"This is bound to be seen as a slap in the face for the democracy movement and the people of Hong Kong. The Government should make sure that they make no back-up support to these delegations."

Chinese grasp Tongan connection

By Robert Thomson in Tokyo

IN THE eras of political activists and other Chinese with connections to purged reformers in the leadership, the tiny Pacific Kingdom of Tonga has played an improbably important role. For those minded or influential enough, the Tongan connection has been a passport to freedom.

After fleeing to Hong Kong in the past month, dozens of Chinese have flown via Tokyo and Fiji to Tonga. Japanese immigration officials, who have been studying the flow and interviewing some of the passengers of ships that the Chinese have passed through Tokyo with People's Republic of China passports and returned with Tongan passports, which have apparently

been arranged long ago in case of political emergency. Japanese officials identified 46 such cases in the month after the June 4 crushing of the pro-democracy movement in Tiananmen Square, and believe that many more Chinese have transited through Tokyo airport to Tonga.

Among those interviewed in Tokyo was a woman who claimed to be a relative of the purged Communist Party chief, Zhao Ziyang, and reliable sources say that another close Zhao relative is now the holder of a Tongan passport.

"It is very unusual. We have not seen anything like this before. It started after the incident in Tiananmen," a Japanese immigration official said. "They appear to be very well educated people. They are not factory workers."

The Tongan passport, ostensibly issued to foreigners living in the kingdom, allow the holders Chinese to leave and enter Hong Kong at will, and to stay longer in the territory than the one week limit imposed on Chinese passport holders without resident status. Hong Kong is an ideal base for dissidents and business people who have fled the mainland.

A FBI embassy official in Tokyo said that his government had noticed the unusually large number of Chinese who had sought transit visas en route to Tonga, but did not know why they were going there. "It was a surprise to us. We have never seen many Chinese going to Tonga," he said.

The flexibility offered by a Tongan passport does not come cheap, and so must have been bought by privileged Chinese or business people who prospered during the economic reform programme.

It has been well known in China that a Tongan passport could be arranged in the southern Chinese city of Guangzhou (Canton), and Red-vian passports have also reportedly been for sale. Middle-men have apparently been taking a large cut above the cost of a Tongan passport.

UK business under fire over trade ties

By Peter Montagnon, World Trade Editor, in London

BRITISH BUSINESS is coming under pressure from politicians to curtail its trade promotion activity in China in the wake of the Tiananmen Square massacre.

Mr Paddy Ashdown, leader of the Democrats opposition party, yesterday described plans for two top-level trade delegations to visit Peking this autumn as "ill-timed."

"This is bound to be seen as a slap in the face for the democracy movement and the people of Hong Kong. The Government should make sure that they make no back-up support to these delegations."

Mr Ashdown said in a statement.

The two missions are being organised by the Sino-British Trade Council, a privately sponsored group which advises the Department of Trade and Industry on trade opportunities, and by the so-called 48 Group of companies with long-established trade links with China.

The Sino-British Trade Council was unstaffed yesterday because of a nationwide transport strike in the UK, but it is understood not to have made a final decision on whether to go ahead with its mission which

is due to be led by Sir Eric Shary, the Chairman of Cable and Wireless.

Mr Percy Timberlake, consultant to the 48 Group, said its mission would go ahead. One consideration which led to this decision was the speed with which business in other countries, notably Japan, resumed its China trade after the massacre.

However, Sir Trevor Holdsworth, Chairman of the Confederation of British Industry, has delayed a decision on whether he will lead the mission. Mr Timberlake also said that the 48 Group had been

told by the Government that it was not currently willing to offer China soft loans and other concessionary finance to back up any sales.

A spokesman for the Department of Trade and Industry said there was no pressure from Government to stop the missions, despite Mr Ashdown's criticisms. "We see good reason for not breaking normal commercial links with China," he said.

UK trade with China is still relatively small with exports last year totalling just \$11.9bn (\$850.3m), giving China a surplus of \$22m in bilateral trade.

Japan's trust banks look to the land

Stefan Wagstyl reports on a booming business fuelled by rising property values

WHAT does a Japanese with a Y1bn (\$45m) Tokyo and no money do? He might sell it, pay a pile of taxes and incur the wrath of his parents for disposing of the family heritage.

Increasingly, however, he might establish a land trust with the help of a trust bank. This neat package enables a landowner to hand over to the bank the use of his land for 20 years. The bank provides loans to erect a building, manages the construction, and then collects rent on the owner's behalf - after charging an appropriate fee.

The first contract was signed only in 1984. But since then the market has grown rapidly with 1,109 contracts signed in the year to March, 75 per cent more than in the previous year. The size of the developments have also grown rapidly from those where the building costs are under Y1bn to complexes of shops and offices costing Y30bn to construct.

The principle is not unique to Japan - in other industrialised countries, property companies develop land on behalf of other people, both

TRUST BANKS AND LAND TRUSTS		
	No. of contracts in 1988-89	% increase over 1987-88
Sumitomo	205	31
Mitsubishi	187	97
Mizuho	185	39
Yasuda	159	43
Toyo	166	68
Daisho	95	55
Sanwa	62	68
Daiwa Bank	48	68
TOTAL	1109	75

institutions and individuals. But it is rare for banks to play a central role in the way that trust banks do in Japan. "As far I know, it's unique to Japan," says Mr David Threadgold, an analyst at County Natwest Japan.

The idea was pioneered in Japan by Sumitomo Trust & Banking, the second-largest Japanese trust bank. Sumitomo judged that rising land values in Japanese cities were increasing pressure on owners to develop unused plots of land partly to earn income and partly to avoid taxes. Japan has a 1.7 per cent a year tax on the capital value of vacant land to encourage development.

Sumitomo presented its plan to the Ministry of Finance, which might once have frowned on the idea of a financial institution engaging in such a radical innovation. But the onset of liberalisation in the 1980s had made the ministry more flexible - so it gave its permission and Sumitomo went ahead. Its first deal was carried out with another company in the Sumitomo group - Sumitomo Metal, on a site in Shiba, central Tokyo.

Sumitomo came first in researching the new product and then finding its way through the regulations," says Mr Ryu Uzaki, a managing director of Sumitomo.

Other trust banks quickly entered the market. Like Sumitomo they were well placed to develop land trusts because of their existing skills in real estate development and in banking. The new market met one of the trust banks' key needs - property development was an attractive way of investing the large funds at their disposal.

Nevertheless, Sumitomo retained its lead. In the year to last March it completed 206 land trust contracts, against 187 for second-placed Mitsubishi Trust & Banking, Japan's largest trust bank.

Mr Uzaki says, however, that numbers alone are not important. A few large contracts are more profitable than a large number of small ones. Sumitomo has signed its biggest deal to date soon - a shopping, housing and office complex worth Y30bn-Y40bn in a site owned by Sumitomo Baki-ite at Mukojima in Tokyo.

Trust banks are all particularly keen to develop the public sector market where large contracts abound. A change in the law in 1986 enabled public authorities to sign land trusts for the first time. So far about 20 contracts have been signed,

worth an estimated Y200bn in construction costs.

Cash-strapped local authorities have been the most active clients, but the central government has recently also recently signed its first agreement.

Mr Uzaki expects to keep signing contracts at the present rate, though the size of each one.

Nevertheless, Sumitomo retained its lead. In the year to last March it completed 206 land trust contracts, against 187 for second-placed Mitsubishi Trust & Banking, Japan's largest trust bank.

Mr Uzaki says, however, that numbers alone are not important. A few large contracts are more profitable than a large number of small ones. Sumitomo has signed its biggest deal to date soon - a shopping, housing and office complex worth Y30bn-Y40bn in a site owned by Sumitomo Baki-ite at Mukojima in Tokyo.

Trust banks are all particularly keen to develop the public sector market where large contracts abound. A change in the law in 1986 enabled public authorities to sign land trusts for the first time. So far about 20 contracts have been signed,

triumphant as the largest opposition party.

The belief that the upper house election might change the shape of national politics has injected great zest into the campaign. A record 40 parties have registered a total of 670 candidates for the poll. Some 30 are mini-parties, ranging from the Sunshine Party to the Sports and Peace Party, headed by a professional wrestler.

The mini-parties were out in force yesterday, trying to make the most of the television coverage which accompanied the opening day of campaigning. The Salaryman Party proclaimed its opposition to consumption tax outside the Min-

istry of Finance. Opponents of nuclear power demonstrated outside the headquarters of electric power companies.

For the major parties, the key issue is the LDP's ability to convince voters that it is serious about reforming and raising in Japanese politics. Close behind is tax. The LDP has pledged to review the consumption tax - meaning that it might limit its scope. The opposition parties, including the Socialists, have mostly pledged to abolish it.

In addition, the LDP is under attack from farmers, some of its staunchest supporters, over the liberalisation of agricultural imports.

triumphant as the largest opposition party.

The belief that the upper house election might change the shape of national politics has injected great zest into the campaign. A record 40 parties have registered a total of 670 candidates for the poll. Some 30 are mini-parties, ranging from the Sunshine Party to the Sports and Peace Party, headed by a professional wrestler.

The mini-parties were out in force yesterday, trying to make the most of the television coverage which accompanied the opening day of campaigning. The Salaryman Party proclaimed its opposition to consumption tax outside the Min-

istry of Finance. Opponents of nuclear power demonstrated outside the headquarters of electric power companies.

For the major parties, the key issue is the LDP's ability to convince voters that it is serious about reforming and raising in Japanese politics. Close behind is tax. The LDP has pledged to review the consumption tax - meaning that it might limit its scope. The opposition parties, including the Socialists, have mostly pledged to abolish it.

In addition, the LDP is under attack from farmers, some of its staunchest supporters, over the liberalisation of agricultural imports.

Uno takes a tentative step on the campaign trail

By Stefan Wagstyl in Tokyo

JAPAN'S ruling party opened its campaign yesterday for the first national election in three years with a frank admission from Mr Sosuke Uno, the Prime Minister.

"I know we are sailing against the winds," he told a rally outside the Liberal Democratic Party's Tokyo headquarters. "By the winds I mean Recruit etc. etc."

The party is fighting to retain control of the Diet, upper house in elections which will take place on July 23. As well as its involvement in the Recruit financial affair, it has been damaged by the introduction of an unpopular consumption tax and by a sex scandal concerning Mr Uno.

Mr Uno is likely to keep a low profile for the rest of the campaign - the party has cancelled plans for the scandal-ridden Prime Minister to go on a national tour, for fear that he will repeat more votes than he attracts.

By contrast, Mr Uno's main opponent, Mrs Takako Doi, chairman of the Japan Socialist Party, which is spearheading the drive against the LDP, started her campaign as aggressively as she plans to continue. "If we all work together it will be possible to eliminate the LDP (upper house) majority," she said. Mrs Doi yesterday clocked up 400

Tehran continues its long summer of mourning

By Kamran Fazel in Tehran

ANYONE who thought that the commotion surrounding the death of Ayatollah Khomeini had faded after the leader's tumultuous funeral had better think again.

Tens of thousands of Iranians are still making their way to the Ayatollah's grave, which is being turned into Iran's newest shrine. Since the funeral a nearby camp built for Iraqi prisoners of war has been taken over and transformed into a makeshift canteen to provide free meals for the visitors 20km west of Tehran.

Government organisations such as the Martyrs Foundation are also sending donations of food and scarce household goods to be distributed free among the faithful.

There is more to come. Work at the graveside preparing the site for another mass demonstration of grief on July 12, the 90th day after Khomeini's death.

Government employees around the nation are being given free plane tickets and hotel accommodation for themselves and their families to take part in the occasion, known as the "Arbain".

Another virtual pilgrimage site these days is at Jamaran in north Tehran, where the Ayatollah's son flies there each day by helicopter to greet the hordes of pilgrims. Here, too, the visitors are well looked after - fed on chicken, rice and sweet drinks in the cool air of a modern restaurant.

It is all something of a relief from the rigours of daily life in Tehran, which is suffering power cuts of three to six hours a day, an increasingly severe water shortage, continuing inflation and the hottest summer in 19 years.

Australia reassures Asean

By Peter Unpphokorn in Bandar Seri Begawan

MR GARETH EVANS, the Australian Foreign and Trade Minister, yesterday reassured south-east Asian countries they would not be dominated by the US and Japan if they agreed to participate in Pacific Rim economic co-operation.

He was speaking after his arrival in Brunei for talks with foreign ministers of the six-member Association of South-East Asian Nations (Asean), in which the proposal for setting up a regional organisation will feature prominently.

One of the possible forms of Asia-Pacific co-operation could be an upgraded version of the regular consultations Asean's foreign ministers have with their industrialised allies.

That is the form Asean's members appear to favour in order to avoid being dominated by two of the world's largest economies. But they have not seriously discussed the Australian proposal and they say they want to find out more.

Indian Airlines to lift fares by up to 30 per cent

By K.K. Sharma in New Delhi

INDIAN Airlines, the state-owned monopoly domestic carrier, announced yesterday that fares would be raised between 20 to 30 per cent from July 9.

Angry air travellers' organisations are planning a protest against the higher fares. They argue the rises are not justified by the service provided.

The increase, the largest ever, is meant partly to meet the cost of buying new aircraft like the Airbus A-300, 31 of which are now on order to serve hard-pressed trunk routes.

When the new Airbuses, the first two of which arrived this week, are made operational by 1992 at a cost of \$2.5bn, the Indian Airlines fleet will have more than 50 aircraft, including Boeing 437s and turboprop planes. The airline hopes to raise funds for the aircraft by providing more seats for foreign tourists and seeking commercial loans abroad.

The government carrier has been under severe attack recently because of a rapid deterioration in services, delayed flights, poor productivity worsened by a pilot shortage, and accidents thought to be due to poor maintenance.

The airline is also facing higher operational costs due to raised fuel and navigational charges but says the higher fares will help to meet these. Other plans to increase profitability include greater productivity and lowering costs.

A shipment of chemicals used to make lethal mustard gas that the West German Government says is destined for Iran, has left India for Dubai, the United News of India said yesterday. Reuters reports from Delhi.

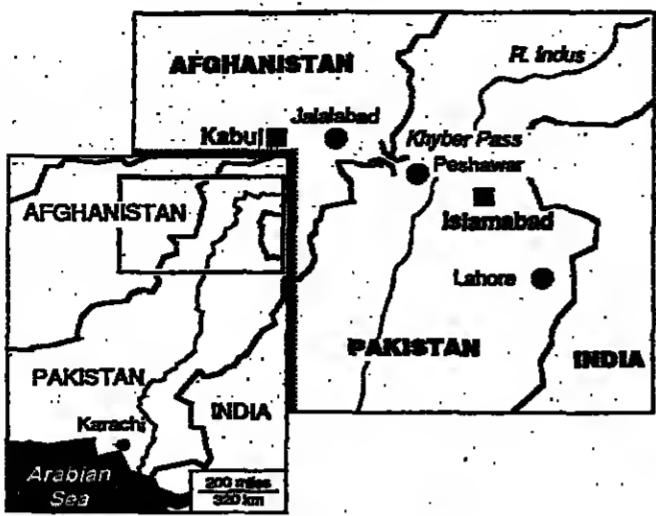
A spokesman for Transpek Industries in Bombay told the news agency 120 tonnes of thionyl chloride was sent to the Sbatat General Trading company in Dubai on a West German ship. The Sea Crest Pioneer sailed from Bombay on June 26 with the shipment and was due back on Thursday.

OVERSEAS NEWS

Tribal bonds and brigandry on the lawless frontiers of the Afridis

Christina Lamb observes territorial claims, social customs and contraband dealings among the tribes of the Khyber Pass

IT IS said that if you find a snake and an Afridi in your bedroom, you should kill the Afridi first. Spread across both sides of the Pakistan-Afghan border, the 600,000 Afridis live in a land where, even today, government has no authority. Since the days of the Raj, the Afridis have guarded the Khyber Pass in return for money and the freedom to collect protection money and raid caravans on what was once the main route between Kabul and Delhi.



As part of the Great Game, British officers played the tribes off against each other, occasionally reminding them who was master with mini-wars, the British taking hostages and razing villages, a practice continued by Pakistan. Malik Nadyer Khan is an Afridi chief. A small, dapper man in his late 50s, in his oversized black coat and carrying a large black furled umbrella he would not be out of place on a central London Underground line, were it not for the gang of seven Kalashnikov-toting heavies who follow him everywhere.

Soviet troops entered Afghanistan in 1979, the stakes have increased. The tribes have assumed new importance, with Pakistan eager to use Afridi territory for Mujahedin bases while the Kabul regime is anxious to cut off the Mujahedin's main supply route. Nadyer Khan's main rival was the top Kukikhel malik, Wali Khan Kukikhel, who died recently. Shortly after partition, of which most Afridis did not approve, Wali Khan fell out with Pakistan. After they bulldozed his village, the Kukikhel malik crossed into Afghanistan. He stayed there until 1982 when President Ayub made peace with him and gave him a seat in parliament.

amounts of money and arms to hinder the resistance from operating from the tribal areas. Nadyer Khan says he also took money and weapons from Kabul agents but used them against the regime. For months the road was unsafe with reciprocal kidnappings, but in 1985 President Zia sent in troops to bulldoze Wali Khan's house and paid him handsomely to stop causing problems. Today the two tribes are pitted against each other over plans to build a road to Tirah, the most inaccessible part of Afridi land. The only westerners that have ever seen it were those abducted. Neither tribe are happy about the Mujahedin attack on Jalalabad.

Despite his incongruous appearance, Nadyer Khan is more likely to be found burning down friends' forts than settling down with a cocoa in front of the television. Since the age of 22, he has controlled the Zakakel tribe. The Zakakel and Kukikhels are traditionally the most important of the eight Afridi tribes because they control the road and border the main smuggling route between the two countries. The fort-lined road along the Khyber Pass was built by the British in 1842 after the First Afghan War as part of their "Forward Policy" to stop the threat of Russian invasion. To this day government has no authority on either side; customs officers watch helplessly as heavily laden smugglers pass by a few feet off the road. The traditional struggle for supremacy between the Zakakel and Kukikhel tribes brings in the governments of both Pakistan and Afghanistan, each putting their weight behind sides which change allegiance regularly. Since the

Nadyer Khan then sided with Afghanistan, joining Ghaffar Khan in the struggle for Pushtunistan, an independent land for the Pushtun tribes of which the Afridis are one of the most powerful. Apparently supported by the Soviet Union, from 1974 they took up arms against the Government of Zulfikar Ali Bhutto, father of Pakistan's present Prime Minister. After the Soviets entered Afghanistan, the Pushtunistan issue was shelved and Nadyer Khan returned to Pakistan. Today, President Najibullah's sister-in-law lives in his house in Kabul and Nadyer Khan knew the family well during the 25 years he spent there. Says Nadyer: "Najib was nothing in those days, he used to clean my shoes." While Nadyer Khan did a deal with the Pakistanis, Wali Khan Kukikhel took the Afghan side, receiving vast

In Peshawar, the political agent who cannot enter Afridi land without their permission, is holding a jirga (tribal assembly) to solve a dispute over the abduction of a Pakistani child. The British-built wooden jirga hall is crowded with ancient hawk-nosed, bearded men, muttering angrily because the agent has seized some of their people, until the matter is settled. The political agent has also broadened its base to include the participation of technocrats or Iran-based resistance groups and has also not managed to set up ministries - the Finance Ministry still operates out of a Peshawar hotel with no cheque book. A Western diplomat commented that "even the ministers don't take it seriously." Mr Tomson himself admitted the limitations of the government when he said: "We hope to funnel as much aid as possible to the interim government, but at present its absorptive capacity is not great." Every evening at 6.15, which the Mujahedin refer to as "Geneva Time", after the closure of the United Nations offices which monitor the supply of arms, large convoys of US-supplied weapons have been pouring across the border. This is in preparation for an expected countrywide offensive and Mr Tomson insisted there would be no deal with Moscow to stop arms supplies.

been hit by repercussions of the Jalalabad offensive, the lack of smuggling (the Afridia claim trade has dropped to 15 per cent), hitting his slush fund. He admits: "I have no money to control them." Nadyer Khan says he receives regular payments from the political agent and his area gets free electricity as part of government policy to bring the areas under control. He says that political agents are now more acceptable. "In the past they would never dare come here. In 1956 I was given a transistor radio by the political agent. When the tribals found out they took it and fired 4,000 shots until it was in tiny pieces."

Relations between maliks and political agents are a continuation of the relations they had with British political agents before Independence. The British gave them power and financial assistance. Nadyer Khan says: "Maliks were like small kings. It was a self-propagating system because only maliks could afford to study and the system was so strong that it was still continuing when I returned from Kabul in 1979." Today the influence of maliks is waning because of the influx of drugs and arms. The Afridi area is thought to have more than 100 heroin laboratories, processing poppies grown mostly in Afghanistan, and producing more than half the world's high grade heroin. This has brought in huge amounts of money to the extent that some forts have marble floors and Jacuzzis and many tribals can afford to send their sons abroad to study. The war in Afghanistan has also meant the easy availability of sophisticated weaponry. An Afridi is not considered dressed without his gun and

Nadyer Khan first had a pistol at the age of six. Most forts are now mounted with anti-aircraft guns. According to Nadyer Khan: "Every house has arms but now people have Kalashnikovs and Dshakors instead of .303 bore rifles. If Stingers are available in the market we have them here. Soon we'll have Scuds." Despite the proliferation of arms, and violent appearance of the Afridis, there are in fact fewer killings than on the streets of New York, the system of feuds acting as a deterrent. Explains Nadyer Khan: "It is an eye for an eye and Afridis always take revenge. I won't dare kill because then for the rest of my life I will be in danger and my family will always be. If your brother kills mine, it is my duty to kill someone in your family. If I can't kill your brother, I kill someone else, your brother must kill me."



Nadyer Khan, malik of the Zakakel tribe, holding his large black umbrella as he poses for a picture with his bodyguards in the not too distant background. The Zakakel and Kukikhels are traditionally the most important of the eight Afridi tribes because they control the road and border along the Khyber Pass, the main smuggling route between Afghanistan and Pakistan

Afghan rebels in strong military position, new US envoy says

By Christina Lamb in Islamabad MR PETER Tomson, the newly appointed US envoy to the Afghan Mujahedin, has insisted that - despite reports to the contrary - the guerrillas have improved their position since the Soviet troops pulled out of the country in February. "We still believe the resistance will prevail militarily," he said, but added that "the major fighting is to come." Shortly after arriving in Islamabad, Mr Tomson said that "the situation has continued to favour the Mujahedin. The regime's position has weakened, even at Jalalabad. Everywhere the regime are on the defensive." Mr Tomson admitted, however, that "what was expected at Jalalabad did occur." The Mujahedin attack on Jalalabad, Afghanistan's third largest town, began on March 6 and after initial success, has reached a bloody stalemate, the regime managing to keep open the Kabul-Jalalabad road,

their main supply route. Mr Tomson attributes this to problems the Mujahedin encountered in their shift from the hit-and-run tactics of guerrilla warfare to the set-piece battle needed to take a well-trenched town. "There has been a lull while they adjust to this," he said. Mr Tomson, who will shuttle between Washington and Pakistan, where most of the resistance officials are based, will focus his attention on the Afghan interim government. He describes his appointment as "a step towards recognition." Many members of the resistance do not accept the interim government and are angered by Mr Tomson's posting, although others see it as a sign that US support will continue. Mr Tomson calls the interim government "the most important element of the resistance." Created in February, it has yet to be much more than a paper concept. To date it has failed to

broaden its base to include the participation of technocrats or Iran-based resistance groups and has also not managed to set up ministries - the Finance Ministry still operates out of a Peshawar hotel with no cheque book. A Western diplomat commented that "even the ministers don't take it seriously." Mr Tomson himself admitted the limitations of the government when he said: "We hope to funnel as much aid as possible to the interim government, but at present its absorptive capacity is not great." Every evening at 6.15, which the Mujahedin refer to as "Geneva Time", after the closure of the United Nations offices which monitor the supply of arms, large convoys of US-supplied weapons have been pouring across the border. This is in preparation for an expected countrywide offensive and Mr Tomson insisted there would be no deal with Moscow to stop arms supplies.

G.E. CAPITAL - The easy way to close a property deal.

Advertisement for GE Capital showing three property deals: 1. Participating First Mortgage for £103,000,000 for Sea Containers House, London, arranged by Roth Property Group. 2. Standby Commitment for £5,500,000 for Westgate Centre Leeds, arranged by Mealey Horgan. 3. First Mortgage for £13,500,000 for 3M Building, Bracknell, arranged by Hutley Holdings PLC. All deals are financed by GE Capital.

Advertisement for McKenna & Company, 'The Driving Source'. It features a car and text: 'TASTE THE DIFFERENCE', 'A New Concept in Executive Car Procurement, Finance and Management', 'McKENNA & COMPANY The Driving Source', '6 Longbridge Way, Cowley Mill Road, Uxbridge UB8 2YT. Telephone (0895) 811181. Fax (0895) 810424. A Division of The McKenna Corporation Limited.'

Advertisement for F.T. hand delivered. Text: 'Have your F.T. hand delivered... at no extra charge, if you work in the business centre of VIENNA. Vienna 515 62161. And ask Peter Grün of Morawa & Co for details or call Frankfurt (069) 7598-101. FINANCIAL TIMES LONDON'S BUSINESS NEWSPAPER.'

Advertisement for GE Capital. Text: 'Since 1987, GE Capital has funded more than 50 transactions exceeding £300 million in the UK. We structure each transaction according to its particular requirements and offer options such as fixed or variable interest rates, pre-determined payment rates with an interest accrual, flexible prepayment provisions and limited guarantee requirements. We do not have arbitrary lending limits on any one project nor with any one borrower. If you're considering acquiring or refinancing existing commercial properties or investment portfolios throughout the UK, we can help. We also provide equity participations, subordinate financings and standby commitments on development projects. If you're working on a transaction of £2 million or more, call Richard Hurd or Bruce Kiley for more information.' Includes GE logo and address: 'Commercial Property Financing 20 St. James's Street London SW1A 1ES Tel: (01) 321 0177. *Affiliated with GE Capital Corporation (USA) and not affiliated with the English company of a similar name.'

Standard, Connecticut, New York, New York, Dallas, Texas, Atlanta, Georgia, Chicago, Illinois, Los Angeles, California, and Toronto, Canada.

WORLD TRADE NEWS

Peking rebuffed in attempt to join Gatt

By William Dullforce in Geneva

CHINA'S application to rejoin the General Agreement on Tariffs and Trade has been put on hold, following the government's brutal crushing of the student protest movement last month. Next week's meeting of the Gatt working party, which has been examining Peking's request, has been postponed without any new date being set. The general view among the participants was that in the present circumstances the working party was unlikely to be able to make any progress, said Mr David Woods, Gatt's spokesman. However Gatt did not intend to postpone its meeting to be seen as a sanction against the Peking government, he said. Three reasons for the postponement were voiced by heads of delegations to Gatt. First, many of the participants would have felt obliged to make political statements on the current situation in China, whereas by tradition politics are kept out of Gatt.

Olivetti wins £219m automation contract

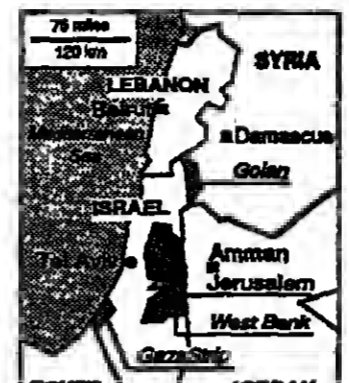
By Alan Carne

OLIVETTI, the Italian office equipment and computer manufacturer has won one of the single largest contracts for banking automation systems ever awarded. It announced yesterday that the Dutch Rabobank group, based in Utrecht and ranked 26th in the world, had placed an order worth £175m for a substantial network of sub-computers and personal computers. The Rabobank group comprises some 300 banks with 2,300 branches. The order involves 2,000 Olivetti L8X minicomputers, 25,000 Olivetti PCs (personal computers optimised for business use) together with local area networking systems to provide the communications between the computers and consultancy. Olivetti is second only to Siemens among indigenous suppliers of information technology systems in Europe and one of the world's top 10 computing systems suppliers. It has steadily been building up its business in the financial sector with a special emphasis on savings banks and, in the UK, building societies. Mr Carlo de Benedetti, Olivetti chairman, said yesterday the order reflected confidence in the quality of Olivetti's financial products and in its commitment to "open systems" which obey industry rules to allow equipment from different manufacturers easily to be connected together. Olivetti has already this year agreed to exchange technology with Digital Equipment of the US, the world's second largest computer manufacturer, to allow the integration of Olivetti personal computers into Digital networks. In April this year, Olivetti signed a deal to supply Digital with personal computers for European distribution. The Rabobank deal is an indication of the world-wide trend to a "third wave" of banking automation where personal computers and branch automation equipment are being used to free bank staff from routine tasks and enable them to give customers a more personal service.

Arab world enjoys forbidden Israeli fruits

Laura Blumenfeld reports on the illicit trade between sworn enemies in the Middle East

DAVID, exports director for an agricultural equipment factory on an Israeli kibbutz, received a phone call from his agent in England recently. The agent had secured a lucrative contract for drip-irrigation equipment made by the small co-operative. "The British representative," David said, "reminded me to cross the Hebrew Kibbutz logo from the rubber hose and to pack the merchandise in unmarked crates." The shipment, after a stop over in Britain to camouflage it with some genuine English products, was heading for Libya - one of Israel's fiercest enemies. "They aren't our regular customers," said David, who asked not to be further identified, "but from time to time, Arab countries buy our stuff through our European agents."



Israeli-controlled port in southern Lebanon. Cucumbers, watermelons, bananas and avocados - fresh from Israeli fields - are re-labelled and shipped north to Beirut, where the fighting has created food shortages.



Baker: boycott must end

Israeli goods are officially banned throughout the Arab world except for Egypt - by an Arab League boycott. Mr James Baker, the US Secretary of State, has called for an end to the boycott as one of the measures needed to achieve peace in the Middle East. A recent report by the Arab League indicates, however, that Israeli goods already penetrate those supposedly closed borders - and in increasing volume. Professor Gad Gilber, of Tel Aviv's Dayan Centre for Near East Studies, reckons the contraband trade has nearly doubled since 1984 and accounted for up to 10 per cent of Israel's \$3.5bn exports last year. There are no official figures, but Professor Gilber bases his conclusions on Arab press reports and careful scrutiny of Western companies' trade figures. He said most of the exports are agricultural produce and equipment, but they also include computer software. For the most part, according to Israeli security sources, the goods circumvent the boycott through the help of smuggling middlemen. Israeli products are shipped to neutral ports in Cyprus, Greece, and Italy - to name a few - where they are repackaged and sent back to the Arab Middle East. The bulk of the food products go directly across Israel's land borders to traders who run a lucrative smuggling operation in Naqoura, the

Israeli manufacturers export components to Europe and the US, where they are incorporated into finished products which are then sold to unwitting Arab consumers. The components bear no Israeli markings, although recently a New York manufacturer who was supervising the loading of gas processing equipment bound for Saudi Arabia, was dismayed to discover "Made in Israel" prominently etched into the units' tyres. According to Professor Gilber, the Israeli goods help fill the Arab world's growing demand for commodities as its population growth outstrips food production. Relatively low shipping costs make fresh and frozen Israeli foods an attractive alternative to those from distant Western suppliers, particularly for poorer countries. A representative from the government-run Israel Export Institute said that at a trade conference in Australia last November he was approached by many Arab colleagues who expressed an interest in Israel's renowned irrigation systems, designed for semi-desert conditions. David, from the kibbutz factory explained: "Everyone knows that Israel has the cheapest and best watering devices. They (the Arabs) are the ring finger and we are the ring. It's a perfect fit."

trade is the odd kilo of habish smuggled in from Lebanon - Egypt, the only Arab country with official ties to Israel, has proved a disappointing partner. Trade between the two countries declined sharply last year. Excluding the majority of crude oil shipments, Egypt's sales to Israel in 1988 were down by a third compared with the previous year at \$3.5bn. Even including refined oil products re-exported to Egypt, Israel's sales fell to \$2.5bn from more than \$4bn in 1987. Israeli authorities are reluctant to talk about the secret trade with Arab countries. An official from Agreco, Israel's state marketing board, admitted that "exports to Arab countries have been going on for years," but added: "We don't like to make a big fuss. It can only do damage."

There are some problems with secret trade, Israeli technicians cannot service equipment in Damascus or Baghdad. Direct marketing, warranties and quality control are also out of the question. Most Israeli analysts, however, are encouraged by the phenomenon. They regard any form of economic cooperation - however patchy - as a precursor to the more active political rapprochement. "The business at least there are no borders in the Middle East," said Mr Rafi Ghik of the Israel Export Institute.

Donors struggle to agree soft loan totals for IDA

By Hilary Barnes in Copenhagen

NEGOTIATIONS for the replenishment of the funds of the International Development Agency will enter a crucial stage at a meeting of senior officials from donor countries in Copenhagen today and tomorrow. Donors will be expected to name figures which they are prepared to give over the next two days. There is broad agreement that contributions should be at least as much as this time, said officials, but a few donors want to see a significant increase but others, including the US, are under severe budgetary restraints. The IDA, the affiliate of the World Bank which provides soft loans to the world's poorest countries, is financed by donations given for a three-year period. The current negotiations, covering the ninth replenishment of funds, is due for completion at the end of this year to cover the period from July 1, 1990. The figure to be set is \$11.5bn, the amount donated for 1987-90. This was an increase of \$2.5bn, or 27 per cent, on the seventh replenishment. The US currently contributes \$2.87bn, or 25 per cent of the total, and Japan \$2.15bn, or 18.7 per cent. Others are Germany, \$1.3bn, France, \$930m and the UK \$700m. Apart from contributions donors, a major issue which has to be thrashed out is the regional allocation of project finance. Africa is receiving about 50 per cent of IDA credits at present, but Asian donors, especially Japan, are anxious to see a bigger share for the poorest Asian countries. Many donors will resist a reallocation of shares if it means that less money will be available for sub-Saharan

Drive to open Japan public works 'doomed'

By Peter Montagnon, World Trade Editor

EFFORTS by the US government and European Commission to force Japan to open up its public works procurement to foreign contractors are misguided and doomed to failure, according to a report released today by the UK Export Group for the Constructional Industries (EGCI). The report follows an EGCI mission to Japan in April to examine business opportunities there, the first such industry mission from a European Community country. It concludes that there is little prospect of the Japanese public sector market being opened up to foreign competition, and that efforts should concentrate on private sector contracting and develop-

Moscow credits for India power

THE SOVIET Union yesterday announced the provision of credits worth 1bn roubles (250m) for India to finance the building of four major power generation and transmission projects as part of Soviet Union's commitment to help the country overcome the current acute shortage of electricity, writes K.K. Sharma in New Delhi.

The plants will be located at Kayankulam in Kerala state, Mangalore in Karnataka and Malhoun in the Damodar Valley project in West Bengal. In addition, the Russians will help establish the Vinohradka-Nagda transmission line in central India. The additional generating capacity will be more than 1,000 MW.

in developed countries other than by means of indigenous subsidiary, and that they should be told so by the US and European authorities. However, the report complains that there is a very restricted real willingness in Japan to allow foreign entrepreneurial developers to take the design and concept leadership in private sector projects in ways that are common elsewhere. Japanese development financiers should open up development possibilities to foreign developers and contractors, it says. "The Construction Market in Japan, Price \$20.00 from EGCI, Kingsbury House, 15111 King Street, London SW19 6QU

G-77 head worried at Citibank seizure

The Group of 77 Third World governments said it was concerned by the seizure of Citibank last month of \$80m from Ecuador for arrears in payment of its foreign debt, Reuters reports from Vienna.

In a statement, the group said it was worried by "the arbitrary appropriation of Ecuadorian national funds by a commercial bank." Ms Mervat Tallawy, G-77 chairwoman, in Vienna for the annual meeting of the UN Industrial Development Organisation, told a news conference: "It would be a catastrophe if other banks followed suit." Citibank said in May it had granted \$80m in state funds to cover a trade loan it had granted to Ecuador.

Opposition wins Mexican state governorship

By Lucy Conger in Mexico City

AN OPPOSITION candidate has won a governorship in Mexico for the first time since the ruling Institutional Revolutionary Party (PRI) took power in 1929. Mr Ernesto Ruffo Appel, charismatic candidate of the right-wing National Action Party (PAN), has taken the state of Baja California, at the western end of the border with the US. In the run-up to the election on Sunday, he won a following for operating a clean administration as mayor of the state's city of Ensenada. President Carlos Salinas de Gortari was immediately widely praised for the PRI's admission of defeat, admitting the stunning fact that the PRI is "its lowest electoral vote."

The PRI acknowledged the PAN's win in Baja California "because it has no other recourse," said Mr Juan Molinar, an elections expert at the National Autonomous University in Baja California. The PAN benefited from having secured some official computer tapes of voter rolls, and mounted an unprecedented anti-fraud operation, making almost impossible, or painfully obvious, any PRI effort to falsify the vote count. Late on Tuesday night, Mr Luis Donaldo Colosio, the PRI president, said: "We subject ourselves to the judgment of popular will and the determination of the electoral board. "It must be noted that the tendency of the results for the governorship favours the candidates of the National Action Party," Mr Colosio, his voice shaking, told a national television audience. Mr Salinas came to power last year through an election which, like many in the PRI's history, was tainted by fraud. Political observers have long said the president will gain authority - and the PRI credibility - through recognising an opposition victory, as the Salinas administration promised to do. The elections in six states on Sunday featured a sophisticated fraud whereby PRI-run electoral bodies selectively eliminated pro-opposition citi-

Where the covert and the overt collide

Lionel Barber examines Congressional supervision of secret US foreign policy

SOUTH-EAST Asia, the graveyard of US foreign policy since 1950, has returned to haunt the present administration. President George Bush wants to send 12,000 M-16 rifles and other light military supplies to the non-communist resistance in Cambodia, led by Prince Sihanouk. The aim of this "covert action" is to strengthen the rebels' efforts to negotiate a political settlement with the regime which Vietnam has installed in Cambodia, but the mere hint of US re-engagement in the region has stirred emotions of triumph or despair. "Surely we have learned from our experience in Vietnam, if nothing else, that if we are to succeed in a new policy, it cannot be achieved through secret policy-making, secret military programmes, secret arms transfers, or secret deals," said Senator Robert Byrd, the old Democratic Party warhorse from West Virginia. After a decade of indifference, the US is trying to influence events in the region. Cambodia before Vietnam has withdrawn its last troops by September 30. The US would like to keep the Vietnam-backed regime from staying, and to prevent a civil war between the fighting factions, notably the Khmer Rouge, backed by China and heavily armed. This ruled Cambodia between 1975 and 1978 and exterminated its people. Beyond the debate about US involvement in south-east Asia, the Cambodian issue has raised a broader question about US foreign policy under the Bush administration: Has its desire to co-operate with the Democratic majority in Congress removed its ability to mount a covert action, the kind of secret effort to influence the course of events in a country without the US role being revealed? In the first six months of the new administration, various US undercover operations have come to light in a way which, senior officials concede, has damaged US interests. In May, it became known that the US was supplying funds to the Panamanian opposition against General Manuel Noriega. This disclosure did not prevent his candidate suffering a crushing defeat, but it exposed the opposition to reprisals and undercut their efforts to keep a distance from Washington. Resentment is growing by senators involved in the Iran-Contra arms scandal inquiry has revealed a quid pro quo between the previous US administration of President Reagan and the government of Honduras. The latter received foreign aid in return for opening its territory to the Contra forces fighting the Sandinista government in neighbouring Nicaragua. Officials acknowl-

edge that the revelations have damaged the Honduras and restricted future US options in the region. State Department officials argue that the public debate on covert military aid (a contradiction in terms which seems to be accepted in modern Washington) to the anti-communist rebels in Cambodia has strengthened the Vietnamese charges that Prince Sihanouk is a tool of the US. It has also made more difficult for him any break of his tactical alliance with the Khmer Rouge, and it has embarrassed Thailand, the main conduit for arms supplies. "Covert action is supposed to include deniability," said one diplomat involved. After the US defeat in Vietnam and the laws which restrict the intelligence community, it has become almost impossible for the executive branch to keep the lid on potentially controversial foreign policy switches. "We don't want a public debate on Cambodia," said a senior administration official, "but they (the Democratic majority in the House and Senate) hold the whip hand."

This official noted that the US is far better able to mount undercover operations than in the 1970s, when Congressional restrictions such as the 1975 Clark Amendment covering Africa "put us out of business." But the Cambodia fracas shows that the Bush administration is still adjusting to work in the new transparent environment. First, the administration publicised - through a leak to the New York Times - that it intended to seek covert military aid to Sihanouk's fragile forces. At the same time, Vice-President Dan Quayle spoke publicly about covert aid in an ill-starred effort to drum up support. Then came an appeal by Mr Stephan Solarz, a New York Congressman and self-styled foreign policy expert. In testimony to the Senate Foreign Relations Committee, he said a CIA-managed covert programme, probably costing between \$20m and \$30m at first, would help fulfill a "transcendental" moral obligation of the US to prevent another holocaust in Cambodia. This public campaign played into the hands of a group of senior Democratic senators who had their own doubts about military aid. Its leader - Senator Claiborne Pell, chairman of the committee - wrote to Senator David Boren, a fellow Democrat and chairman of the intelligence committee: "I am very troubled about allowing the administration to stifle debate on this issue by packaging what is clearly an overt programme as a covert one."

Back came the reply from Mr Boren: "It is sometimes necessary and proper to use the Congressional intelligence process established by law, but it should never be used as a substitute for full Congressional debate when broad foreign policy issues are at stake." Cambodia fell into this category, he said. The administration has not given hope of securing approval of some form of aid to Prince Sihanouk, before he enters negotiations in Paris, from July 27, with Hun Sen, leader of the Cambodian peace conference - aimed to achieve a political settlement - is to open on August 4. A US official said clear lessons emerged from the Cambodia issue. One is that US politicians are still loath to contemplate a new direction for foreign policy in south-east Asia, even if it turns initially on a mere 12,000 rifles. Another is that the administration has failed to sell its new policy properly. "People want to cast everything in black and white," said the official, "but you can't do that with someone like Sihanouk."

The third lesson, said one Congressional aide, is that public debate about covert operations may not serve the public interest or the interest of allies: "You can't have people taking overt credit for a covert action."

AID failure

Not one family benefited during the first 10 years of a \$134m US-Egyptian programme to provide housing for low-income people near Cairo, according to the Agency for International Development, AP reports from Washington. A new report to Congress by Mr Herbert L. Beckington, AID Inspector-General, complains about US aid operations in Egypt. The US will stop paying money into the project after September 30, the agency said. At \$2.3bn a year, Egypt gets more US aid than any country except Israel. The AID report said questionable management decisions were responsible for problems in the housing project. Planners apparently never considered how money was to be collected from the occupants, the report said.

Loans arrive

The Bank of Canada has shipped the last C\$1 paper notes from its vaults to the banks. The note will be superseded by an 11-sided, gold-colored note, Robert Gibbons writes from Montreal. The coins, popularly called "loonies" and made of alloy, are to last 20 years and 240m of them are being put into circulation. By autumn all the C\$1 notes should have been returned to the banks.

Darman seeks spending cuts

By Peter Riddell, US Editor in Washington

US Government agencies have been asked to suggest possible wide-ranging cuts in domestic spending programmes to help meet the ambitious Federal deficit reduction target for fiscal 1991. Mr Richard Darman, the Budget Director, has written to heads of agencies asking for options - ranging from 5 per cent cuts in domestic programmes to increases in line with inflation - ahead of the talks with Congress likely to start at the end of the summer. According to reports published yesterday, Mr Darman said that funding levels set out in the mid-April budget agreement with Congress "will not provide sufficient restraint to meet" the statutory Gramm-

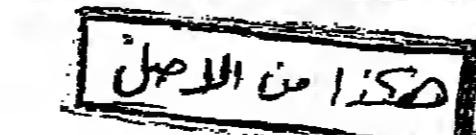
Reidman target for cutting the deficit in 1991, starting in October next year. The 1991 target is \$64bn, although depending on the economic assumptions used, the deficit on present spending and tax plans could be twice as high. Consequently, Democratic leaders in Congress believe that any deficit reduction package will have to involve both spending cuts and tax increases. Senator George Mitchell, the Democratic Majority leader, has said his party will not propose tax increases unless they have the agreement of the president. But, in spite of private soundings by Mr Darman and his officials, Mr Bush is still stick-

ing publicly to his no new taxes pledge. Mr Darman's latest request for spending options only covers discretionary domestic programmes and excludes not only defence but also mandated areas such as social security and Medicare. Even a 5 per cent cut in these discretionary programmes would only save \$10bn to \$12bn, leaving a large leeway to be made up elsewhere. However, such a cut would produce vigorous protests in Congress especially with mid-term elections in November 1990. The other options allow for increases in spending to match inflation and a freeze at current cash levels of expenditure.

Cuban prosecutor seeks death penalty for seven

THE PROSECUTOR in the court-martial of 15 Cuban military officers accused of drug trafficking asked for the death penalty for General Arnaldo Ochoa and six others, the Cuban government news agency said yesterday, AP reports from Mexico City.

Srignader-General Juan Becerra sought 30-year prison sentences for two other officers, 25-year sentences for four more and 15-year terms for the final two defendants. Prensa Latina, the official Cuban news agency, said in a dispatch from Havana, monitored in Mexico City. A Cuban former interior minister is also accused in the case, but was not mentioned in the sentencing report. There was no indication in the dispatch of when the three-member court would hand down a verdict. In his final statements on Tuesday, Brigadier Escalona said there was overwhelming evidence and testimony to confirm the military officers were guilty of treason. He added that they had also committed hostile acts against foreign countries by involving the US, Mexico, Colombia and Panama in their alleged narcotics trafficking. The officers were stripped of their ranks and expelled from the ruling Cuban Communist Party after their arrest last month.



THE 126 MPH TAX HAVEN.



So what's this, then? Some rather underhand tax evasion hints courtesy of Rover? Perish the thought.

We'd just like to point out that one can enjoy all the rewards of executive motoring without undue reprisal from the tax-man.

In the shape of the two litre Rover 820 Si.

As you know, drive a car a whisker over two litres and the demands from the Revenue verge on the draconian. (And now, thanks to Chancellor Lawson's most recent Budget, the discrepancy between cars with engines above and below 2,001cc is greater than ever.)

But surely two litres means loss of power and second-rate performance, not to mention possible misunderstandings regarding one's status?

On the contrary.

Not with electronically controlled multi-point fuel-injection (Naturally, every new Rover 800 is unleaded compatible.)

The sixteen valve, 140 PS engine powers the Rover 820 Si from standstill to 60 mph with considerable dispatch.

A nimbleness that leaves many of its larger-engined rivals well behind. Cars, incidentally, not only more expensive to run, but also to buy. Driven it would seem by people happy to pay more to drive slower. But in greater comfort perhaps? Hardly.

The 820 Si is as comfortable as it is powerful. Infra red remote door locking, electric windows front and rear, heated electric door mirrors and slide and tilt sunroof (electric, of course) all come as standard.

As does power assisted steering and an eight speaker stereo system; as well as familiar touches like burr walnut fascia and door inserts.

The Rover 820 Si promises you large-engined performance, large car luxury. There is, however, one extra it can't promise.

A large tax demand.



The 126 mph 820 Si. Many happy returns.



ROVER 800 SERIES



UK NEWS

Toyota looks to Europe to fill top car plant posts

By Kevin Done, Motor Industry Correspondent

TOYOTA, the Japanese automotive group, is seeking to recruit several senior executives from the European motor industry to manage the car assembly and engine plants it plans to build in the UK.

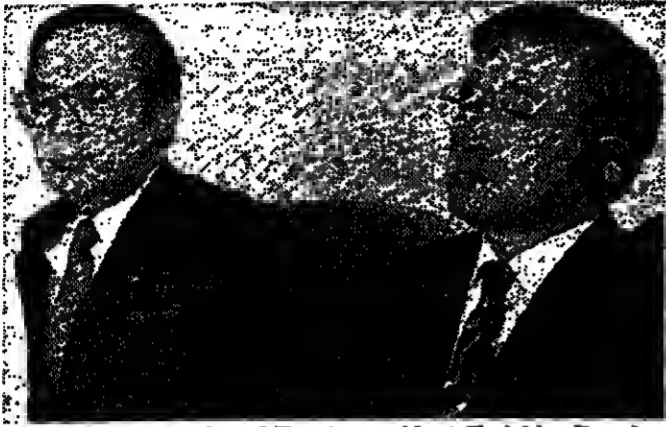
Mr Junji Numata, Toyota managing director in charge of overseas operations, said that most of the functional responsibilities at the company's UK manufacturing operations would be filled by European executives.

Toyota Motor Manufacturing UK, which is still to be formed, would initially have a Japanese managing director, but there would probably be two European deputy managing directors, one for manufacturing and purchasing, and one for personnel.

Japanese executives would fill the two main posts of finance and quality control. Most senior Japanese appointments would be in "assisting and co-ordination capacities."

Recruitment of the workforces for the assembly and engine plants will begin in mid-1991. Nissan, Toyota's main domestic rival, which formed Nissan Motor Manufacturing UK in 1984 to set up its car assembly and engine plant at Sunderland, north-east England, has already followed a similar route.

Initially, Nissan appointed a



Junji Numata (left) and Toyota president Shoichiro Toyoda

Japanese managing director, Mr Yoshiaki Tsuchiya, to head the NMUK management, but last month it appointed the first Briton, Mr Ian Gibson, NMUK's deputy managing director and a former Ford executive, to the post.

NMUK now has only three Japanese members in its 37-strong management team. Most of its senior executives were recruited from the UK motor industry, chiefly from Ford or British Leyland.

Mr Numata said that Toyota's planned £140m engine plant at Shotton, North Wales, would eventually seek to

source all its engine components from suppliers in Europe. The company began sending parts and components study teams to Europe in June.

In the first stage, the plant will produce a range of 1.6-1.8 litre engines with a capacity for 100,000 units a year rising to 200,000 a year in the second half of the 1990s.

Mr Numata said that Toyota would carry out all the machining for the engine at Shotton. The iron engine block would be sourced from Europe, while the aluminium cylinder head would be supplied initially from Japan. This would later be sourced in Europe.

Friends' Provident in Spanish venture

By Eric Short

FRIENDS' PROVIDENT, the mutual life company based at Dorking, Surrey, yesterday announced a joint venture with the Spanish composite insurance company Kairos.

Kairos is owned by six Spanish savings banks and Friends' Provident is taking a 30 per cent stake in the holding company. The joint venture is the establishment of a life company subsidiary in which Friends' Provident holds 49.5 per cent of the equity, the remainder being held by Kairos.

This move is the first step in Friends' Provident's planned development of its activities in continental Europe ahead of the 1992 single market, although the company is following in the footsteps of several overseas insurance groups attempting to establish themselves in the Spanish insurance market.

Friends' Provident will provide the expertise in product and administration development and already has a team in Madrid working on product design. Investment and marketing will be handled by Kairos, which has a distribution network through savings bank branches of more than 1,000 outlets.

REGIONAL TRENDS SURVEY South-east dominates on GDP

By Ralph Atkins, Economics Staff

WHICH IS the fairest region of them all?

Surrey has no unemployment. The Scots are most likely to read a Sunday paper. But Hertfordshire has more cars per head of population than any other.

The 1989 issue of Regional Trends, a compendium of information on regions of the United Kingdom which is published today, gives some clues to the relative answers - about the relative prosperity of UK regions.

It is a statistical sketch of many angles, from birth to death via education, crime, health, the environment and numerous measures of affluence.

As a snapshot, it is unfocused. Even government statisticians are not sure how many items of information there are in its 164 pages of tables, charts and maps. Trends or generalisations are hard to spot behind the statistical fog.

A starting point is the Central Statistical Office's estimates of regional gross domestic product - the basic indicator of economic activity.

The dominance of the south-east stands out, accounting for nearly two-fifths of the UK's total national income in 1987. In comparison, the contribution of northern England was less than 5 per cent.

Looking at GDP per head - arguably the most objective indicator of economic prosperity - the variations are not as great.

Highest was the south-east, including greater London, followed by East Anglia, the east Midlands, south-west, and north-west England.

Other figures in Regional Trends give a fuller insight into differing levels of wealth and quality of life.

Most are given for the eight standard regions of England plus Scotland, Wales and Northern Ireland, but some are also available for sub-regions.

Statistics on average household size are sometimes regarded as a proxy for wealth. Families may split into smaller units as their affluence increases.

Across the UK, household sizes vary from 3.07 in Northern Ireland down to 2.44 in

Dorset (although this probably reflects the relatively high proportion of elderly residents there).

Households are generally larger in the north-west, the Midlands, Wales and Scotland.

Less certain is whether a high proportion of the population participating in the workforce is a sign of affluence - or of financial pressures.

Figures for so-called "economic activity rates" show 82.2 per cent of females aged 15 or more in the south-east were participants in the civilian labour force against 43.5 per cent in Wales.

Comparable figures for males were 76.5 per cent and 68.0 per cent respectively.

Unemployment rates by sub-region show substantial pockets of high joblessness - notably in Merseyside and Cleveland with 16.5 per cent and 15.3 per cent respectively of the labour force out of work.

In contrast, Surrey has a recorded rate of 0.0 per cent.

UK 'has highest percentage of over-65s in Community'

THE UK has a higher percentage of people aged 65 or over than any other European Community country, Regional Trends shows, writes Ralph Atkins. It also has fewer than average under 15s.

Comparisons with other EC countries show the diversity in economic prosperity and population across the 12 members. The CSO's selection of figures highlights the increasing burden an ageing population is likely to place on governments in the next decade.

People aged 65 or over accounted for 15.1 per cent of the UK population in 1985, compared with an EC average of 13.4 per cent. Within European regions, the greatest proportion of over-65s was in West Berlin at 19.4 per cent.

At the other extreme, the under-15s accounted for 19.3 per cent of the UK population compared with an EC average of 19.7. The area with fewest under-15s was the Hamburg region of West Germany at 12.0 per cent.

Explosive rises in house prices have boosted wealth although for new buyers, higher prices mean larger mortgage payments and therefore lower spending on other goods.

Regional Trends shows house prices rising by more than 100 per cent between 1981 and 1987 in the south-east. Northern Ireland and north-west England saw the smallest increases, of 41 per cent and 46 per cent respectively.

The pattern of spending on foodstuffs probably reflects tastes and fashion, rather than incomes.

Those living in the south-east, for instance, have the highest personal disposable incomes per head but, together with inhabitants of East Anglia, eat the least meat and meat products.

The Welsh are the biggest consumers of butter and potatoes but the east Midlands and north-west head the league table for margarine consumption and Scotland for bread.

East Anglia, the south-east and south-west have the highest coffee consumption per person; those in the Midlands and north-west drink most tea.

Ownership of consumer durables is another measure of affluence. Strikingly, the south-east remains at the bottom of the ladder for washing machine ownership.

Among the standard regions, car ownership is highest in south-west England with 373 per 1,000 population.

But disaggregated sub-regional statistics show Hertfordshire is the most car-rich part of the UK - with 447 per 1,000 of population.

Scotland, perhaps surprisingly given its geographical size, comes second to south-east England in terms of surfaced road lengths with 51,210km in 1988 against 88,220km.

The south-east also has most motorways, at 840km. The laggard on both counts is East Anglia with 20,090km of surfaced roads and only 20km of motorway.

In line with the higher car ownership, fatal or serious road traffic accidents are most common in south-west England with 189 per 100,000 population in 1988.

North-west England boasted the lowest rate with just 92 per 100,000 population.

More environmentally-oriented "quality of life" indicators are incidents of water pollution.

Here, Regional Trends shows the Severn-Trent area 25, the least desirable place to live in England and Wales with 4,635 incidents reported in 1987, although the number of prosecutions was highest in the north-west region.

The Northumbrian region had the best record, with 671 incidents of water pollution and just one prosecution.

A more controversial measure of living standards is the figure for live births outside marriage - an area of rapid growth in the 1980s.

Highest is Merseyside with 336 per 1,000 live births in 1987. The southern region of Northern Ireland boasts just 92.

*Regional Trends 24, 1989. HMSO £19.50

Signs of slower capital investment growth

By Nick Garnett

FURTHER signs are emerging in the UK that growth in capital equipment investment might be starting to slow and even turn down, in contrast to the rest of Europe where last year's investment boom shows no indication of flagging.

Unit sales of electric forklift trucks, used widely in warehouses, distribution centres and some factories fell in Britain by 11 per cent during the first five months of 1989.

So far this year, the UK is the only leading European country to register a fall in the market for electric trucks.

Demand for electric forklifts grew in West Germany by a quarter in the first four months of this year, by 34 per cent in Italy and by 12 per cent in France.

The fall in the UK market this year followed an increase of 17 per cent last year to 13,800 units, the biggest rise after that recorded by West Germany among Europe's main economies, according to industry statistics.

Figures for the British lift truck market follows indications from UK machine tool builders that some potential orders are being shelved because of a lack of confidence

among many British industrial companies. It is unclear yet whether this reflects any serious long-term development in manufacturing investment. Some machine tool suppliers believe what one called a "wobble" in the market was only temporary.

Also, some machine suppliers have detected no sign of a slowdown in the UK market which grew by 22 per cent last year.

If there is a slowdown coming in capital investment expenditure in British industry, however, it bodes ill for British manufacturing.

This is because the recent boom in capital equipment expenditure in the UK appears to have been shallower than in the other main European manufacturing countries for most industries and has been built on a smaller base.

electric lift trucks in the UK are used in warehouses and distribution centres rather than on manufacturing shop-floors.

Other figures in Regional Trends give a fuller insight into differing levels of wealth and quality of life.

Most are given for the eight standard regions of England plus Scotland, Wales and Northern Ireland, but some are also available for sub-regions.

Statistics on average household size are sometimes regarded as a proxy for wealth. Families may split into smaller units as their affluence increases.

REALITY IS NO COMPETITION

HIGH FIDELITY TRAINING

A FULL RANGE OF POWER PLANT TRAINING SIMULATORS

- Superior Training Environment
- Enhancement of Operational Experience
- Optimisation of Skills
- Reduction of Risk
- Minimisation of Costs
- Increase of Trainee Throughput

KRUPP ATLAS ELEKTRONIK
A Sound Decision

For further information please contact:
KRUPP ATLAS ELEKTRONIK GMBH - P.O. BOX 44 85 45 - D-2800 BREMEN - FRG - TELEPHONE (49/421) 457-3339 - TELEX 24 574 641

cricketcall

Live International

England v. Australia

0898 121 134

Live ball-by-ball commentary.

Exclusive **LIVE** coverage of the full County scene.

Then add the number you want.

66 Derby	30 Glamorgan
16 Essex	14 Middlesex
34 Gloucs.	50 Northants.
22 Hants.	24 Somerset
21 Kent	56 Warwicks.
69 Lancs.	33 Surrey
42 Leics.	55 Worcs.
12 Sussex	44 Yorks.
60 Notts.	

XXXX AUSSIE CRICKETCALL 0898 121 14 40
MINOR COUNTIES 0898 121 418
CRICKETCALL COUNTY SCOREBOARD 0898 121 154
WEATHERLIDAL INDEX 0898 14 12 89

Costs cost 39p per minute peak at standard rate and 25p per minute cheap rate. BT Special, 1-800-Post, London N1 6AA. SUPERCALL.

OPPENHEIMER MANAGED ASSETS COMPANY ("OMAC")

Statistik d'Investissement à capital variable
Registered office: 25 rue de la Bruyère
L-1274 Howald, Grand Duché de Luxembourg

R.C. Luxembourg B.25.287

NOTICE OF AN EXTRAORDINARY GENERAL MEETING

At the Extraordinary General Meeting of Shareholders of Oppenheimer Managed Assets Company (the "Company") held on 29th June 1989, the required quorum of one half of the shares outstanding was not met and the Shareholders are hereby convened to attend a second Extraordinary General Meeting to be held on 31st July 1989 at 2.30 p.m. with the following Agenda:

- To change the Company's name to "GARITMORE PARTHENON FUND" ("Parthenon").
- To approve the discontinuation of the policy of applying for Distributor Status with effect from 31st August 1989.
- To approve:
 - the change of the corporate year to begin on 1st August and to end on 31st July in each year, starting from 1st August 1989;
 - the change to the current accounting period which commenced 1st October 1986 to end on 31st July 1989; and
 - the change of the date of the annual general meeting to the first Friday in November in each year, the first such annual general meeting to be held at 11.00 a.m. on 24th November 1989.
- To approve the change in the currency of expression of the Net Asset Value and of the Dealing Prices of the OMAC Global Income Fund (to be renamed "Parthenon European Currency Bond Fund") and to be expressed in ECUs, of the OMAC Pacific Managed Fund (to be renamed "Parthenon Pacific Equity Fund") and to be expressed in Japanese Yen) and of the OMAC European Managed Fund (to be renamed "Parthenon Continental European Equity Fund") and to be expressed in Deutschmarks;
- To approve the change of the name of the OMAC International Managed Fund to "Parthenon International Equity Fund";
- To approve the reduction of the Net Asset Value of all Funds outstanding by deducting their net assets by a greater number of Shares so that each Share to each Fund shall entitle the holder thereof to four additional Shares of the relevant class for each Share held; and
- To approve the proposal to categorise the existing Shares as "Distribution Shares" and to introduce an additional category of Shares to be called "Accumulation Shares".

Such changes will affect a number of the present Articles and shall include a replacement of the corporate object, an extension of the duration of the Company, the rules concerning permitted investments and investment restrictions and the Eligible States, stock exchanges and other regulated markets to which investments may be made by the Company.

The full text of the revised Articles, showing the proposed changes, is available for inspection at the Company's registered office and may be obtained from the Company's Registrar, Gartoners Luxembourg S.A., 25 rue de la Bruyère, L-1274 Howald, Grand Duché de Luxembourg; Telephone: (352) 49 18 41; Telex: 60791; airtel: GARTLUX; Telex: (352) 49 97 22.

At the second Extraordinary General Meeting, resolutions require no quorum and may be passed by a simple majority of the votes present or represented.

The holders of Shares wishing to be represented at the meeting should deposit their Share certificates with a bank or broker at least five clear days in advance of the meeting, of the same time indicating the way in which the Shares are to be voted.

By order of the Board of Directors
Gartoners Luxembourg S.A.
Administrator

ZIMBABWE

The Financial Times proposes to publish this survey on:
21st AUGUST 1989

For a full editorial synopsis and advertisement details, please contact:

SARAH PAKENHAM WALSH
on 01-873 3000

or write to her at:
Number One
Southwark Bridge
London
SE1 9HL

FINANCIAL TIMES
LONDON'S BUSINESS NEWSPAPER

150 من الاجل

Royco group is wound up amid \$24m shortfall

By David Barchard

EIGHT companies marketing high performance investment bonds to small investors in Germany and other European countries were wound up in the High Court yesterday at the request of the Department of Trade and Industry.

Mr William Charles, representing the DTI, told the court that there appeared to be a huge shortfall of up to \$24m in investor's monies and that investors from the DTI could not find many of the groups' assets "try as they might".

He said it had come to light that underlying assets guaranteeing the group, said to be US Government Bonds worth \$100m, were in fact 1930 Weimar German Government Bonds.

It was not clear whether or not the German Government would honour them.

Some of the Weimar bonds had been identified as belonging to Signal Life, a Gibraltar-based insurance firm which went into liquidation three years ago.

The firms offered investors, mostly in West Germany, four different savings products known as Royco Bonds, giving annual returns varying between 15 per cent and more than 45 per cent.

The Royco Bonds were said to be based on dealing in traded options and futures markets.

Mr Charles said there was evidence to suggest that some bonds had been repaid when they fell due and there had not necessarily been any investor loss so far, although the shortfall in assets made it likely.

The tangled relationship between the eight firms - Henderson Investment Corporation, Britannia Marketing Limited, Abinger Southfield Fiduciary Services, Nederlandse Varia Garantie Maatschappij and Royco Investment, Royco Marketing, and Royco Investment NV - took up nearly two hours of the High Court's time.

Mr Charles presented a series of diagrams trying to explain the connections. One of the inspectors com-

mented in the report that there appeared to be an attempt to hide ownership in an unnecessarily complicated group structure.

A further complication had been that one of the companies, Britannia Marketing, had a name almost identical - but for the unusual spelling - to that of an unrelated company in the market.

He said that investigators had been able to form only a partial idea of the role of each company.

"The inspectors found a dog's dinner as far as the books and accounts were concerned," said Mr Charles.

DTI inspectors, who began investigating the group in early January, are still trying to discover the whereabouts of its records and assets, Mr Charles said.

Although some of the companies had been registered in Panama, Jersey, the Dutch Antilles, the Netherlands and Switzerland, they had all effectively been run by Mr Barry Barlow from offices in Grosvenor Place, London. Yet they had not been registered as overseas companies trading in the UK and had not been authorised under the Financial Services Act.

Mr Barlow - who is not believed to be connected with other financial advisors with the same name - was said to have been abroad since the beginning of the investigation, although he had submitted affidavits to the inquiry.

When the DTI had petitioned for the group to be wound up on May 25, Mr Denis Dolman had been appointed provisional liquidator.

The group tried to challenge his appointment in the court, but was forced to abandon its action when its solicitors Beller Needelman withdrew after it became clear they were unlikely to be paid.

Responsibility for further action over the group and investigation now passes from the DTI to the Official Receiver, the government investigator into company liquidation.

BR posts record profits but stands firm on pay

By Fiona Thompson, Labour staff

BRITISH Rail yesterday announced record profits of £304m for 1988/89 but insisted that it could not increase its 7 per cent pay award to rail staff.

As the rail network gets back to normal after yesterday's third national strike, the Aslef train drivers' union is today expected to announce a ban on overtime and rest day working by its 17,500 members from next week. The result will mean commuters facing serious disruption to services daily, in addition to the now familiar once-a-week complete shutdown.

The rail dispute caused a row yesterday between Mr Nigel Lawson, the Chancellor of the Exchequer, and Mr Norman Willis, Trades Union Congress general secretary, at a meeting of the National Economic Development Council.

At the end of a discussion on transport infrastructure, Mr Lawson read a prepared speech in which he called the strikes a "disgrace" and warned that they were damaging the future of the railways.

"What case can the BR Board make out for putting still more taxpayers' money

into the railways if union disruption makes them a high risk investment?" he said.

Mr Willis accused the Chancellor of making a bullying speech. Mr Lawson's attack on the National Union of Railwaymen was "unnecessary and unwarranted," he said.

BR reiterated that it could not increase its pay award when presenting its submission to the Railway Staff National Tribunal, the industry's final appeal board, yesterday. The TSSA white collar union is presenting the case for an improved pay award for

its 27,500 booking clerks and supervisors.

The NUR, representing 70,000 rail workers, and Aslef decided against attending the tribunal because it could not address the second issue at the heart of the dispute - BR's intention of scrapping national collective bargaining.

Mr Richard Rosser, general secretary of TSSA, argued that the 7 per cent was unacceptable because it was below industry standards. He said the union did not recognise the contributions to productivity improvements made by TSSA, and did not take account of

settlements elsewhere. He accused BR of double standards, saying it intended to give management an average 11 per cent pay increase while claiming there was no more money left for salaried staff.

British Rail told the tribunal it would not use its profits to boost pay settlements. Mr Trevor Toolan, managing director personnel, said the profit was mainly from property sales and was being reinvested in the railway to protect its future: it was not available for general pay increases.

Engineering unions list 12 strike targets

By Michael Smith

THE PROSPECT of further industrial action among British workers increased yesterday when engineering unions intensified their campaign for a four-and-a-half-day week by naming 12 companies they have targeted for indefinite strikes.

Union leaders warned that the initial list, which includes Rolls-Royce and Plessey, will be lengthened as the campaign gathers momentum. Mr Bill Jordan, president of the AEU, the largest engineering union, said that any company affiliated to the Engineering Employers' Federation (EEF) could find itself in the firing line at any time.

The executive of the Confederation of Shipbuilding and Engineering Unions (CSEU) will draw up a list of plants to be balloted after consultation with workforces. If workers approve, the first strikes are likely in early September.

Yesterday's developments, approved unanimously by the CSEU annual meeting in Llandudno, Wales, follow the breakdown earlier this year of talks in which the employers offered a staged reduction of the 39-hour week for manual workers to 37½ hours.

The unions objected to productivity agreements suggested by the employers to finance the proposed deal and yesterday said they were pressing for 35 hours "without strings" for both blue collar and white collar workers.

Mr Peter Brighton, EEF director general, said the strike ballots "would be an unjustified step down a dangerous road. At stake is the competitiveness of British engineering."

The engineering unions plan to ask members who do not participate in strikes to help support striking colleagues by paying a voluntary levy of one hour's pay a week. The request will be made to employees of companies which are not in the EEF.

The 12 target list companies are: British Aerospace, Dowty, GEC, GKN, Lucas, NEL, Plessey, Rolls-Royce, Smiths Industries, TI, Vickers and Weir.

Thames TV in talks on takeover

By Raymond Snoddy

THAMES Television, the largest Independent Television (ITV) company, has opened exploratory talks with Carlton Communications, the fast-growing TV services group, on the possibility of a takeover bid for Thames.

The talks, which are at an early stage, have involved Mr Richard Dunn, managing director of Thames, and Mr Bob Phillips, group managing director of Carlton.

If the negotiations were to develop into an agreed takeover, it could herald further deals leading to a major restructuring of Britain's commercial television companies in the run-up to the awarding of broadcasting licences by competitive tender in 1991-92.

In October 1985, Carlton got the support of the main Thames shareholders - Thorn EMI, the leisure and entertainment group, and BBT, the UK-based industrial services group - for a takeover valued at more than \$90m. However, the move was blocked by the Independent Broadcasting Authority (IBA) which argued that ITV franchises could not be sold in mid-term.

Since then, the Government has made clear its intention to introduce more competition into commercial broadcasting. Licences will go to the highest bidder which meets a quality threshold.

Brussels takeover study ready soon

By Nick Garnett

A EUROPEAN Commission study of the differences in the case with which company takeovers can be mounted between and within Community countries is due to be completed in the next two months.

The British Government hopes to see the study, which was launched last year, as a means of promoting changes in continental Europe to make mergers and acquisitions easier to carry out.

The Confederation of British Industry, the employers' organisation, and other industry groups say differences between EC member countries make it easier for companies in Continental Europe to mount bids for British companies than the reverse.

The Government has asked Coopers and Lybrand, the management consultants, to carry out a parallel study. Both reports will look at cultural differences between EC countries and the operation of capital markets.

In a report to the National Economic Development Council yesterday, Mr Robin Leigh-Pemberton, the Governor of the Bank of England, reinforced his support for points made recently by the CBI on mergers and acquisitions.

More transparency in shareholdings, better communication between management and shareholders and more inter-

est by shareholders in the activities of companies should all be supported, he said.

In Mr Leigh-Pemberton's report into relations between industry and the City of London financial markets he referred to the need to monitor highly leveraged bids. "Opinions about the value of these to the US economy, where they are prevalent, are sharply divided. There are circumstances in which such bids have a place in the UK, but it is a development that needs to be carefully watched."

Contented bids probably accounted for less than 10 per cent of acquisitions and the Takeover Panel had freed London from what he called abuses of the market such as "greenmail" and "poison pills."

A British database company has developed what it believes is the first standard classification for an electronic directory on European businesses, writes Ray Snoddy.

The project, supported by an EC grant, offers improved access to information on 270,000 companies in 11 European countries in five languages. The work has been carried out by Kompass Online, a UK company owned by Reed International, the publishing and information group.

The Kompass series was created by Mr Max Neuenchwander, a Swiss businessman, and franchised to 23 countries.

Borrie attacks EC merger proposals

By Christopher Parkes, Consumer Industries Editor

EUROPEAN Commission proposals to take powers to block company mergers came under fire yesterday from Britain's Director-General of Fair Trading.

He also stated concern that Europe's record on protectionism raised valid fears that completion of the single market, scheduled for 1992, could lead to higher prices, encourage Community cartels, and blunt international competition.

Sir Gordon Borrie said in his annual report that he had "grave reservations" about a Commission proposal that it should have the power to authorise even anti-competitive mergers if it thought the deals conferred economic benefits.

"Such a power would be open to abuse, to say the least, and would be certain to attract fierce lobbying," he added.

"Since the power to authorise anti-competitive mergers could include the power to attach conditions, it would for practical purposes put the Commission in a position to dictate the Community's industrial policy without reference to the Council of Ministers."

It would be safer to empower commissioners to decide simply whether a merger with an EC dimension would reduce competition: blocking it if they thought it would; doing nothing if they thought not.

In a group of 12 member states, each with different

interests and circumstances, there was a danger that too many anti-competitive mergers might be approved.

"In many cases this could be on what I regard as the spurious ground that an increase in scale was necessary to create 'European champions' with the danger of further pressure to raise trade barriers to protect them if they began to fail," Sir Gordon concluded.

On what he termed the darker side of 1992, he said deals, not words, would be needed to dispel persistent fears that the removal of internal barriers would be matched by the erection of external ones.

The Community had played an important part in reducing tariffs around the world, but it had also led the way in the global increase in agricultural protectionism and had been a prime mover in the systematic restriction of developing countries' textile trade. More recently it had imposed a wide range of anti-dumping duties of questionable validity, Sir Gordon said.

Europe should be guided by its own history. Many cartels and monopolies had crumbled as trade barriers had been dismantled inside the Community, but there was a danger that completion of the single market might put this process into reverse, he claimed.

Annual Report of the Director General of Fair Trading 1988 HMSO £2.50.



IKTISAT BANKASI
TURKEY'S MERCHANT BANK

An exciting contract in a new country. Opportunity knocks. But without the right advice it could all go horribly wrong. Iktisat Bankasi is Turkey's leading merchant bank. In trade finance, in project finance and in capital markets. If you have

business in Turkey we can meet all your needs. For further information contact Arthur Wilkinson at our new London office on 01-638 2820/22. Or write to him at Iktisat Bankasi T.A.Ş., 65 London Wall, London EC2M 5TU. Telex: 913359. Fax: 01-638 2823. You'll be surprised what we can do for you.

Head Office: Iktisat Bankasi, Bityikdere Cad. 165, Esetepe, Istanbul, Turkey. Tel: (901) 174 1111. Telex 26021. Fax: (901) 174 7028.

MANAGEMENT: Marketing and Advertising

Corporate direction

Why 'left' and 'right' hands should pair up

Nick Garnett examines the theory that UK companies need a better balance between their financial and marketing performances

How easy will it be for Britain's right-handed companies to become much more left-handed? Not very easy at all, says Professor Peter Doyle, but the long term performance of many of them and of the UK's overall balance of payments depends on managers taking a shot at it.

Doyle, professor of marketing and strategic management at Warwick University, has recently completed a study which claims to show that, since the late 1970s, British businesses have grossly overdone the development of an increasingly "right-handed", financially driven approach to decision making.

Return on investment rather than a more "left-handed" drive for market share became the goal (see diagram). Financial programmes rather than marketing plans set corporate direction.

Doyle examines one of the apparent paradoxes of British industry. On the one hand, British companies have gone through a lengthy period of rationalisation and productivity improvements with corporate profits and cash flow at a 15-year high. On the other, the number of instances of UK companies regaining lost market share are miserably small and the UK's deficit in manufactured goods has shot through the roof.

The study, based on detailed information supplied by 375 chief executives of Times Top 1000 companies, shows that there really is no paradox, according to Doyle.

"Declining market shares are a natural and obvious consequence of industry's approach to improving productivity and profitability in the past decade. Market positions have

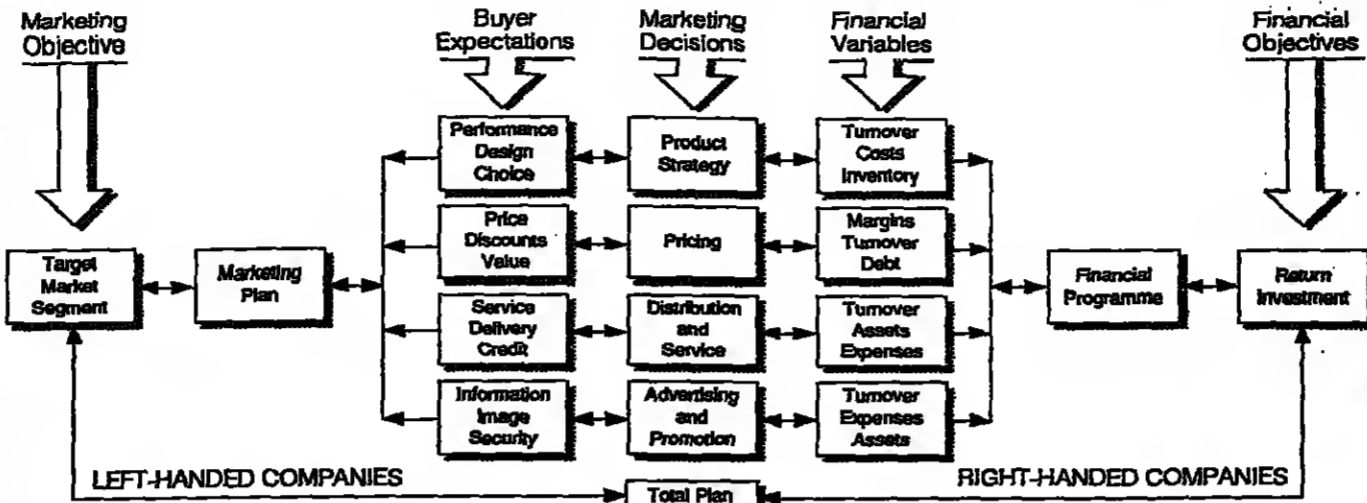
eroded because many, perhaps the majority, of Britain's largest companies have seen themselves as being forced to focus inwardly on cost reduction rather than outwardly on the requirements of the market.

"The consequence is that, today, many companies face eroding market shares and most (74 per cent of the sample companies) are stuck in mature or declining markets."

In Doyle's diagram, a lot of left-handed companies today, many companies face eroding market shares and most (74 per cent of the sample companies) are stuck in mature or declining markets.

Doyle recognises this but says that even within the constraints of the City, many if not most British companies have failed to secure a proper balance between the two.

"The cost of Britain's rationalisation process in the last



decade was increased by the failure of many managements to appreciate that strategic decisions must achieve a specific balance between market requirements and financial constraints. Companies have to balance long-term market requirements with short-term profitability. In recent years, many leading companies have not managed this balance."

In other words, there has been too much right-handedness with the focus on cost-cutting, rationalisation and disinvestment.

It is not surprising that British industry is the animal it is, says Doyle. After 10 years of

right-handedness, most British companies have better profitability and productivity, but most report disappointing market performance and worries about growth.

Some 93 per cent of the survey sample rated return on investment as strong and 86 per cent had seen high profit growth over the past five years; but only a quarter were represented in markets which were expected to grow.

However, Doyle detects a shift in attitudes, though he questions how this shift will influence corporate decision making. Chief executives "overwhelmingly believe that

they are coming to the end of the road in terms of gains from further rationalisation," says Doyle. "Almost all are now desperate to increase volume and gain market share to support new investment."

Two thirds of the chief executives rated greater investment and better marketing as the central plank in their company's future prosperity against just over a quarter who focused on further efficiency and cost improvements.

It is not exactly a rush towards left-handedness. Only half of the chief executives said that to find new markets or products was a strategic goal

for their companies over the next five years. Still, in marketing terms that is better than the 37 per cent who said it was a prime goal during the previous five years.

Doyle reports that while all this might be encouraging, it would be unrealistic to expect quick improvements in marketing competitiveness. "The shift away from the right-handed approach to decisions will prove difficult for many British companies."

He identifies three reasons. One is external to companies - the short-term orientation of British financial institutions which, says Doyle, is still seen

as a big barrier to long-term investment.

However, the report does identify two internal company weaknesses, which it says are aggravated by the City's influence. One is that boards of directors in most of Britain's biggest companies are still heavily financially oriented. "While 89 per cent of the sample companies had a finance director on the main board, only 49 per cent had a marketing director. In choosing non-executive directors, 54 per cent of companies went for individuals with a financial background; 29 per cent had a marketing background."

"On most British boards there is a lack of knowledge about what modern marketing is and what is required to introduce an effective marketing strategy and organisation."

The other weakness was the education levels and the training background of senior managers. Among the chief executives, only half had a degree and only a third had any professional business education. Of this, accountancy was by far the most common discipline. "This combination means that too often boards over-simplify the task and fail to sustain the long-term commitment required to achieve competitive marketing performance."

Doyle says growth in global markets only occurs when the company's philosophy is

strongly customer-oriented. Acquisitions - true quick fix solution to lack of growth - rarely provide a sustainable strategy, he argues. A statement made by a manager of F H Tomkins, the mini-conglomerate, seems to have got Doyle's nose. "We regard our customers as the financial institutions, not the people who buy our company's products," the company is quoted as saying.

Achieving the "left" side is harder than getting the "right" side, Doyle points out. This is because success is determined by beating competitors in world markets rather than focusing on costs, and it takes much longer.

Organisational changes and shifts in learning techniques are suggested by Doyle as a way of trying to achieve a more left-handed leaning.

Like so many of these studies, Doyle's thesis is that cultural change must come from the top, from the chief executive. "Many British companies still believe that training middle management will produce the cultural change. This never works and invariably creates a generation of enthusiastic managers and their new marketing ideas blocked by a board and senior management with unchanged attitudes."

Of the sample, 133 companies are in general industrial manufacturing, 92 in consumer manufacturing, 59 in retailing, 54 in industrial services and 41 in consumer services.

"Britain's left and right-handed companies - the corporate philosophies of Britain's chief executives," Professor Peter Doyle, Warwick Business School, University of Warwick, Coventry, CV4 7AL, £5.

Romans in Peterborough, Japanese in Telford and, of course, Glasgow's miles better - these advertising campaigns have helped put places on the map. Soon, a smiling picnic in a green hat will set out to convince us that Ebbw Vale is no longer synonymous with steel and one of the biggest Labour majorities in the country. In 1992, it will be the home of Garden Festival Wales. The festival will be the focus for an image change from rust to green, from industrial dereliction to a horticultural haven.

In the next few years, the regions and cities of Britain could present a significant opportunity for marketers. Peter Miller, managing director of Business Development Group (formerly part of Allen Brady & Marsh, the UK advertising

Garden festival shows off the blossoming of regionalism

agency), thinks that the challenge to create a distinctive image for different parts of the country could be on a par with the campaigns which have sought to identify the values of one clearing bank against another, and emphasise the differences between supermarket chains.

A decade or so ago, it was fashionable to lament the passing of regional differences. Britain was heading for uniformity. But it has not happened. Regionalism is alive and well. If anything, regional attitudes have hardened, and the peculiarities of different places areas have become more distinct. Miller says that the marketing of the regions has not yet capitalised on

these differences.

The opportunities for the regions become more apparent as congestion and labour shortages in the south-east prompt companies to consider moving out. A recent survey found that 40 per cent of companies in the Thames Valley are contemplating relocation. Probably most will not move; traditionally, companies are not very mobile.

But some already have, and more will go. Where will they go? The answer will not necessarily be the cheapest areas. It may well be whichever is considered the nicest with the executives who make the decisions.

Birmingham's bid for the Olymp

pic Games was not wasted, although it was unsuccessful. Four years ago, Lloyds Bank decided to move some head office functions to London. It picked Bristol. Birmingham did not have the right image to attract managers who were vital to the move's success. But today that would not be the case. Birmingham has picked up.

"One of the first rules of marketing is to ask: how does the product differ from others? It is not just about proclaiming the general virtues of a place," says Miller. "Too much of current marketing concentrates on things like travelling time from London, without conveying a distinctive image."

Take Wales. Miller, who has just won a contract from the Cardiff Bay Development Corporation, and is part of the consortium which will be promoting the Ebbw Vale garden festival, considers the strengths which are "peculiarly Welsh. Financial services are developing there, because the Welsh people are reasonably well educated."

The theme of the garden festival, which must attract commercial sponsors as well as the public, will be the greening of the environment. But it is also about bringing long term jobs to the area.

L&R Leisure was appointed by the festival company to lead the

team which drew up the commercial and marketing strategy. The team included Eric Watkinson, Good Relations, and The Business Development Group, with The Wight Company as consultants to bring in sponsorship.

The lead time to develop the campaign is much longer than was enjoyed by the other cities staging national garden festivals. Ebbw Vale festival is likely to be the last.

Agencies set up to promote development in the regions and urban areas often have a less specific idea of what they are trying to say. "Last year, they spent about £10m on media advertising. The total marketing spend is probably

approaching £50m," says Miller.

But he detects in the finished product that "there is some unwillingness to accept that they have got something particular to sell, something which bears values. The marketing task is to direct the feelings of the heart as much as the rationality of the head."

The explanation, in part, is that the budgets of agencies frequently come from a variety of organisations, most of them in the public sector, and each has different expectations. "So marketing tends to be tactical rather than strategic," says Miller.

But memories of what the apple did for New York, and "smiles" for Glasgow, suggest that this is a route worth pursuing.

Hazel Duffy

Disney draws the computer further into the picture

The latest animated feature film from Walt Disney, *Oliver and Company*, relies on computer technology more than previous movies of its kind from the studio. Due for release in Europe before Christmas, it includes 11 minutes of material generated by computer.

Computer graphics have already revolutionised television design and commercials, with sophisticated three-dimensional solid modelling. But feature film production has had less success with this medium, because of the quantity of material required and the higher resolution for 35 mm film - a minimum of 2,000 lines compared with 625 lines for the PAL European television standard. Both factors increase the cost in computer time.

Disney's early venture into full solid modelling, the 1982 release *Tron*, was a commercial failure. Now the policy is to use the computer for special effects of the traditional Disney style, but adding creative possibilities.

"It's the same as with any technology, whether it's hand-drawn, computer-aided, computer-aided, computer-aided, computer-aided, computer-aided, computer-aided," says Peter Schneider, senior vice president for feature animation.

"But we do not believe that the computer can act to the degree that hand-drawn characters can act - and without that you have no movies," he says. "We are as aggressive as we can be in terms of applying the technology - but we will not do it to the detriment of film making."

The team of computer animators works in a one-to-one relationship with the computer engineers, allowing the traditionally trained artists to create directly on the screen, but with technical back-up.

At the beginning of each film's four-year production programme, a decision is made as to which elements might be suitable for computer rather than hand-drawn animation. Typically these would be inanimate objects which could benefit from unusual or dynamic camera angles. Storyboarding then has to be planned to the

minutest detail before production can begin, as both elements will later have to be combined.

What sets the computer animator apart is the ability to work in three dimensions. The first job is to build a wireframe model in the computer's memory, constructed from the object's separate moving parts. This will then be animated, using the traditional visual tricks of the trade to give a natural sense of movement.

Building and animating such a model can be time-consuming. But once this has been done, changes to camera angles or revision of the scene can be achieved relatively quickly - providing a new level of flexibility.

Once the final version has been agreed, a hidden-line removal programme is run to provide a final two-dimensional line drawing. As with traditional animation, these frames will then be hand-drawn to provide a perfect match in texture between both aspects of the production. Research continues into computerised colouring but, for the time being, Disney believes that the old ways offer better quality and are more cost-effective.

Objects created and animated on the computer for *Oliver and Company* include cars, buses, a piano, sunglasses, subway tunnels and trains, quality escapes. For the film's final chase, a database of the Brooklyn Bridge was fed into the computer, allowing the animators a wide range of dramatic, swooping camera angles.

"The computer is a tool used to generate a level of believability and depth in the film that until now would have been difficult if not impossible," says director George Scribner.

"Because the city itself is in some respects another character in the picture, we wanted it to be realistic with lots of movement and traffic - not just static backgrounds. The computer has enabled us to generate the rhythm and action that goes with an urban centre and then animate the characters on top."

Bob Swain

SmithKline

LOCATION	STAFF	R&D FOCUS
Philadelphia (US)	1,500	Cardio-vascular, gastro-intestinal, immunology, endoc, anti-cancer, molecular biology, biology
Wobeyn (UK)	600	Research only
Tonbridge (UK)	100	Process development
Italy	75	Central nervous system; clinical research
France	50	Clinical research
Belgium	200	Vaccines; production technology
Japan		Clinical research



Keith Mansford, head of the \$500m-a-year SmithKline Beecham R&D programme

Beecham

LOCATION	STAFF	R&D FOCUS
Great Burgh (UK)	450	Biochemistry (anti-viral, anti-fungal, antibiotics, immunology); biotechnology
Brockham Park (UK)	450	Chemotherapy, antibiotics
Harlow (UK)	450	Central nervous system, gastro-intestinal, cardio-vascular
Walton Oaks (UK)	150	Animal health
Stock (UK)	180	Toxicology
Worthing (UK)	100	Process development
W.Germany	50	Central nervous system; clinical research
Italy	75	Clinical research
France	50	Cardio-vascular; clinical research

Forging a unified strategy for bringing drugs to market

David Fishlock finds that the SmithKline Beecham merger owes a lot to the discovery of complementary R&D portfolios

state bluntly how Beecham was doing and what it was neglecting to do.

The company had done this before; but for specific sectors of therapy, never for the entire portfolio of R&D which that year was costing \$88m.

Over the next six months the research managers spent out the ground rules, extracted and collated critiques, and recycled them to the critics. As a result, they concluded that the programme should focus on four core areas of research - three already established and one previously overlooked.

Between them, these four core areas would have 50 per cent of the budget, although not equal shares. The four are: anti-infective drugs, including antibiotics, anti-virals, anti-fungals, anti-Aids; cardio-vascular drugs, taking account of an ageing population and the growing need for very long-term therapy; inflammation and pain, including the need for greater efficacy and less risk of addiction; mental illness, the one which Mansford admits Beecham had previously underestimated as a research target. He has just committed \$5m

over the next decade to a joint venture with Oxford University in the fundamental biology of mental health.

The other 30 per cent of the budget will be spent following up more opportunistic leads - "bits of feasibility," as Mansford calls them. "And one suspects that where the big discoveries may come from." This R&D is run on a looser rein than the core areas.

Mansford admits that such a Delphic survey is unlikely to come up with a completely new view of a research programme. But for his board it afforded some general reassurance, while for himself it gave a glimpse of the additional opportunities for the next two decades.

But even with a growing R&D budget - £114m had been allocated for this year - there was not enough cash to include such targets as cancer and immunology as core areas. The audit also highlighted the lack of a US research centre tapping such expertise as molecular biology.

The outcome of this audit last spring, together with other observations made by the Beecham board, was recognition that the company was only a

bit player in a big and fast-growing international R&D contest, where even the leading player had only 3.8 per cent of the pharmaceutical market. It was also felt that a serious presence was needed in the US.

The board turned next to a powerful computerised intelligence system built by the laboratories to show who was doing what in pharmaceutical research. By examining matches and conflicts with other companies, it concluded that SmithKline Beecham, based in Philadelphia, was the prime candidate. It was already researching all four core areas identified by Beecham, plus cancer and immunological control.

The merged company, SmithKline Beecham, will have a simple R&D target of delivering one major new drug product a year to the market. At least, that is the rate at which it expects to have drugs ready for submission to the regulatory authorities. "We've got a pipeline capable of delivering," Mansford says confidently.

He plans to run the merged company's R&D from offices both at Epsom, Surrey, and at King of Prussia near Philadelphia, with George Poste,

Satellites launch into gas leak detection

By Michael Swiss

THE US Gas Research Institute and the National Aeronautics and Space Administration are carrying out an investigation into the possibility of using satellites to detect leaks in gas pipelines.

This approach would also allow rights of way allotted to pipelines to be mapped and the corridors leased for pipeline work to be monitored. Other bodies involved in this work are the Argonne National Laboratory and Battelle Institute.

During experimental work carried out last autumn, a pipeline belonging to the MidCon Corporation was photographed from space by two satellites and two aircraft. The stretch of pipeline chosen ran past the Argonne laboratory's property in Chicago. "This images obtained by the satellites making a record of items of various sizes, shapes and colours - were both sharper and more accurate than those taken by the aircraft."

The satellites' instruments identify the leaks by observing the drying out effect of escaping gas on the soil and changes in the appearance of nearby plants. Other features that can be detected are a temperature fall in the soil, the presence of ethane, which is often in natural gas, and pipeline corrosion through rust-coloured stains.

Satellites could also be used to provide an instant read-out from meters in outlying stations, an operation which at present is carried out using cables or radio transmitters. The former is more expensive, the latter more prone to chain of relations in visible contact with one another.

A line-of-sight contact with a satellite may not only be easier to achieve, but also serve as an alternative in cases of accidental obstruction. And it could prove to be cheaper. This mode of operation is already in use on the El Paso pipeline in 31 locations which are difficult to reach.

Observation from a satellite can also give a warning of any potential encroachment upon the pipeline's right of way by unregulated development, such as disposal of rubbish beyond city limits.

سكنا من الامم



Don't let poor design endanger your livelihood.

More and more businesses are turning to good design to help keep the wolf from their door.

But laying your hands on the right designer can be a pig of a job.

This is where the Design Initiative can help you.

It is part of DTI's Enterprise Initiative.

Following a free Business Review by an Enterprise Counsellor, we'll put you in touch with a relevant Design Expert to suit your needs.

An outside consultant who can give you advice on such things as product innovation, styling and design for efficient production.

DTI will pay up to two-thirds of the cost of between five and fifteen days' consultancy, provided you are an independent manufacturing or service business

employing fewer than five hundred people.

For more information on how the Design Initiative can help your business, cut the coupon.

Or call us free on 0800 500 200, and deal your competition a mighty blow.

Post to: Enterprise Initiative, FREEPOST BS3333, Bristol BS1 6GZ. ☎ Or call free on 0800 500 200.

Name _____ Position _____

Name of Firm _____

Address _____ **dti**
the Department for Enterprise

Postcode _____ Telephone _____ No. of employees _____

Is your business primarily involved in:
 Construction Manufacturing Service

the Design Initiative

FT18

Group Finance Director - PLC

Industrial And Consumer Products North Of England c £50,000, Car, Benefits

The position requires a talented, mature executive with genuine experience of Corporate PLC financial management and an established reputation at the highest level. Aged 40-50, you will direct and develop the financial function of a multi sited business, with growing overseas markets, and a realistic plan to double profits within the next three years. You will have extensive experience of Investor relationships and an ability to brief and control internal and external personnel and professional advisors. In addition you will be responsible for over viewing Group EDP strategy. It is unlikely that the successful candidate will have operated in a PLC with a turnover of less than £50m per annum. As a member of the Main Group Board this is a highly prestigious role in which you will be required to bring an added dimension of financial management to this successful organisation.

Male or female candidates should submit in confidence a comprehensive C.V. or telephone for a Personal History Form to, **M. Gould, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 9WB, 01-734 8852, Fax: 01-734 3738, quoting Ref: L13129/FT.**

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD, WINDSOR
A Member of Blue Arrow plc

ASSISTANT FINANCIAL ACCOUNTANT

SALARY £18 - 20K PLUS CAR

Air Express International, a worldwide air freight forwarder and the market leader in the UK requires an Assistant Financial Accountant to help us develop and improve the reporting formats of our UK Division.

Initially, you will assist the Financial Accountant during her 2 years secondment in the UK from our US parent company. After this period, it is expected that you will replace her in this challenging and rewarding job.

To meet these demands, you should be a part or newly qualified accountant of the ACA, ACCA or ACMA examination.

In return, our benefit package will include a salary of £18-20K, company car, private medical insurance, a contributory pension scheme and assistance with continued study for your professional qualifications, if applicable.

Please reply with full CV to: **Mr Peter Corrigan, Personnel Manager, AEI/Pandair, International House, Central Trading Estate, Staines, Middlesex TW16 4DG. Telephone 0784 457831.**

Air Express International
AEI
PANDAIR

APPOINTMENTS ADVERTISING
ALSO APPEARS TODAY
ON PAGES 12-21

Management Consultancy (Financial & Strategic)

London Neg. £37,500 + Car

Pannell Kerr Forster Associates, the expanding management consultancy arm of a major accounting firm, seeks to strengthen its Financial and Strategic Group at a senior level.

The successful applicant will be involved in the marketing and management of assignments in the areas of strategic planning, profitability improvement, cost reduction and corporate recovery within a multi-disciplinary environment.

Applicants will be qualified accountants, aged 35-45, with a large firm management consultancy background combined with sound industrial or commercial experience. Applicants should be instinctive problem solvers with well developed practice development, report writing and administrative skills.

Please write, in confidence, submitting a detailed curriculum vitae, and quoting reference 161 to:

Alan Hopper
Managing Director
Pannell Kerr Forster Associates
New Garden House
78 Hatton Garden
London EC1N 8JA

Pannell Kerr Forster Associates
MANAGEMENT CONSULTANTS

TREVOR JAMES ACCOUNTANCY

CAPITAL MARKETS AND CORPORATE FINANCE TAX ADVISORY

Salary to £30,000 plus benefits

Our client, a major European investment bank with offices in Europe, USA and the Far East, seeks a 'Big 8' qualified ACA with a minimum of two years pre or post-qualification international corporate tax experience.

The position will involve advising on the optimum tax structuring of both capital markets and corporate finance transactions.

The successful candidate is likely to be a tax senior in one of the 'Big 8' firms with a background in the taxation of the financial services industry and will be expected to combine technical expertise with commercial aptitude in a dynamic and demanding environment.

For further information, please contact our advising consultant, Jim Halstead on 01-831 5656 or write to him enclosing career details to:

Trevor James Accountancy,
Kingsway House, 103 Kingsway,
London WC2B 6QX

TIPS
Recruitment Consultants

FINANCE DIRECTOR

£30M T/O Leisure sector products and services group

Home Counties £40,000 + car

The group is successful, a well established player in its core activities and a profitable subsidiary of a dynamic plc.

A commercially oriented ambitious accountant with strong management skills is required for this appointment, which will initially be on a designate basis.

The group has a range of activities in the UK and several regional offices. Recently upgraded computerised systems link these with head office and the Financial Director will make a major contribution to IT development.

Reporting to the Managing Director, he/she will make a substantial input to business strategy and be accountable for the effectiveness of a major element of the group's overheads.

A background in fast moving, sales led businesses is essential. Strength of personality and communications skills will be valued as highly as technical ability.

Please send career details, quoting C/VPE, to Mike Smith or alternatively, telephone him on (0734) 505555 for further information.

KPMG Peat Marwick McLintock
Executive Selection and Search
Abbots House, Abbey Street, Reading, Berkshire RG1 3BD

TRUST PARTNER DESIGNATE

£40,000 Central London

Our client, a medium sized firm of Chartered Accountants seeks an experienced individual that is currently supervising a Trust Dept. in a firm of Chartered Accountants or Solicitors.

Please contact **David Paton, Executive Search Division, Hynes Associates Ltd, 7779 Wells Street, London, W1, Tel: 01-580-5522.**

MADEIRA

Accountant required to take full responsibility for administration of our prestigious 4 star resorts. Excellent conditions and prospects.

Send full C.V. to: **Dr. Mitchell, Rosemar Sports and Country Club, 9125 Canico, Madeira, or for initial information telephone S. Caffrey (0202) 763 165 in England.**

CORPORATE TAX MANAGER

West Midlands £24-28,000 package + car

Our client is a highly successful Plc operating in the leisure market has a turnover in excess of £150m. Its broad-ranging interests extend into hotels, catering, property and retailing. It has achieved sustained growth and an outstanding profit record over many years. With a strategy that includes both organic growth and selective acquisitions, the future looks very exciting. This on-going expansion programme has now created the need for a corporate tax professional at head office.

Reporting to the Finance Director, you will conduct ad hoc assignments/investigations which will considerably broaden your commercial view of the organisation. Your other responsibilities will include the completion of all group tax and UK compliance work, consulting external professional advisers as and when necessary. You will also be required to regularly advise the Directors on the tax implications of strategic plans.

You will be a self-motivated, enthusiastic chartered accountant (possibly AII qualified), with 2/3 years' corporate tax experience either within the profession or already in industry.

To apply please contact **Chris Davis** quoting ref no **BE110.**

ASB
Wellington House
31 Waterloo Street, Birmingham B2 5UJ
Tel: 021-200 5711 Fax: 021-200 5775
Also at: Manchester, Leeds, Liverpool, Nottingham and Swindon
ASB RECRUITMENT LTD A Division of ASB Group Holdings Plc

LEADING EDGE . . .

... aptly describes my client's business in advanced high technology and it is also the essential characteristic now sought in a young, commercially astute accountant.

Leading a committed team, you will be responsible for the effective financial control of a small group of European companies. This will embrace interpretive period-end reporting, cash management, systems upgrades, budgets/forecasts and strategic plans. In all these areas, you will be able to bring to bear an incisive mind, well respected technical skills, a flair for communication and a sound understanding of the bottom line.

My client is a fully integrated, US owned company with a successfully innovative approach to product development. This it combines with an impressive marketing capability thus ensuring a growing presence in the international markets which it serves. These factors plus vigorous management policies are designed to guarantee the company's leading edge over its competitors.

If you are interested in this exceptional opportunity, please write briefly enclosing a CV or telephone for a personal history form to **Guy Matthews - Consultant, Commerce and Industry Division, quoting ref. 5325.**

RECRUITMENT SELECTION & ADVERTISING EXECUTIVE CONNECTIONS
43 Eagle Street
London WC1R 4AP Tel: 01-242 8103

LEGAL NOTICES

No. 001908 of 1989
IN THE HIGH COURT OF JUSTICE
CHANCERY DIVISION
IN THE MATTER OF
ANGLO LEASING PLC
AND IN THE MATTER OF
THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice (Chancery Division) dated the 12th June 1989 confirming the reduction of the capital of the above-named Company in accordance with the provisions of the Scheme of Arrangement sanctioned by the Court and the Statute approved by the Court and sharing with respect to the capital of the Company as shown in the several particulars required by the above-mentioned Act were registered by the Registrar of Companies on 16th June 1989.

DATED the 4th day of July 1989

Dennis Leighton
Adelaide House
London Bridge
London EC3R 6HA
Tel: 01-423216

Solicitors for the above-named Company.

Registered No: 1437182
Registered in England & Wales
ENVIRONMENTAL BUILDING SERVICES LIMITED

We, **Miss Joan Voight** and **John Martin Insole** of Cork Quay, 8 Greenway Road, Reading, Berkshire RG1 1AG hereby give notice that on 21 June 1989 we were appointed joint administrative receivers of the above-named company by 1366 Bank Plc under the terms of a debenture dated 14 December 1988 giving the holders a fixed and floating charge over the whole of the company's assets.

N. J. VOIGHT
JOINT ADMINISTRATIVE RECEIVER.

PERSONAL

WATER INDUSTRY
The Financial Times proposes to publish this survey on:
25th July 1989
For a full editorial synopsis and advertisement details, please contact:
DENIS CODY
on 01-873 3301
or write to him at:
Number One
Southwark Bridge
London
SE1 9HL
FINANCIAL TIMES
LONDON'S BUSINESS NEWSPAPER

SENIOR ACCOUNTANT - BANKING £35,000+

The Organisation: A leading-edge international American investment bank, located in Central London. Forward looking and dynamic, the bank is a major underwriter in the primary Euro market and an active trader in the equity and secondary debt markets.

The Opportunity: Reporting to the Financial Controller, you will take charge of the product accounting section using a new sophisticated computer system. The section's prime function is to agree the daily trading P & Ls and to analyse and report on product results. There is significant exposure to traders and extensive liaison at senior management level.

The Individual: A strong financial background, ideally with securities experience. Outstanding interpersonal skills with the commitment to thrive in the intensive Euro market environment. A graduate with an accounting qualification is essential. Age range: 23-34.

The Package: £35,000+, with mortgage subsidy, bonus and substantial benefits.

Act Now: Telephone **Jules Gilpin** or post or fax your details to her.

LOVE + TATE Telephone: 01-283 0111 Fax: 01-283 4536
Financial 70 Old Broad Street, London EC2

Designer Clothing Group Financial Controller

Amsterdam Excellent Package

Our client, a leading international fashion company with operations and interests throughout Europe, the US and the Far East, is currently seeking our outward-going young financial controller for their rapidly expanding operations in the Netherlands.

Reporting to the European Chief Financial Officer, the successful candidate will be responsible for the overall financial control, EDP and treasury functions for one of the Group's marketing operations in Amsterdam. The candidate, ideally a qualified chartered accountant, should have at least 2 years experience with an international FMCP Group. Aged 28-40 you should demonstrate an active and creative mind along with excellent communication skills (a knowledge of Dutch/English would be a distinct advantage) in order to operate in this environment.

For the successful candidate an excellent remuneration package is offered. If interested please write enclosing full CV to:

Arthur Young Nederland
Van Boshuizenstraat 12
1083 BA Amsterdam
Netherlands

Initial interviews will be conducted in London
Permission to work in the EEC essential

WATER INDUSTRY

The Financial Times proposes to publish this survey on:
25th July 1989
For a full editorial synopsis and advertisement details, please contact:
DENIS CODY
on 01-873 3301
or write to him at:
Number One
Southwark Bridge
London
SE1 9HL
FINANCIAL TIMES
LONDON'S BUSINESS NEWSPAPER

السؤال من الاجل

ARTS

CINEMA

The deserter who would be king

John Milins's Farewell To The King stumbles heroically through the jungle of its own... In a season of pin-headed comic-strip movies...



Nick Nolte
FAREWELL TO THE KING
John Milins
FULL MOON IN BLUE WATER
Bill Rozzoope
SKIN DEEP
Blake Edwards

found themselves breaking up at the portentousness of the material. Early scenes are cumbersome with exposition...

After Hackman, anthropologist menapoulis strikes again in Blake Edwards's Skin Deep. This is like Edwards's 10 revised years later in a Home for the Incubably...

In Full Moon on Blue Water bar-owner Gene Hackman is having a mid-life crisis on the Gulf of Texas. His wife vanished into said gulf a year ago...

The battered, concave face is framed by a waterfall of blond hair. The small, piggy eyes hurt looks of lesser power. And the voice is a sandblasted, mackerel-skin rasp...



Lyudmila Semenyaka
The Bolshoy Ballet
COLISEUM

For the opening performance of its London season on Tuesday night the Bolshoy Ballet proposed The Sleeping Beauty. This is Yuri Grigorovich's version...

I reported on the staging a few years ago when the Bolshoy Ballet opened at the Vienna State Opera. There the production had room to breathe...

As the two poles of the man trying to keep to the straight and narrow even though most signposts in modern America point to the scenic route of hedonism...

La finta giardiniera

THEATRE ROYAL, YORK

The work that comes between Lucio Silla and Il re pastore in the Mozart operatic canon, the work that all Mozartians salute and love as his first mature opera...

well before madness strikes the disguised gardener-girl and her volatile former lover, carry on to absurd and hilarious excess...

doma, Anne Dawson in the title role of Sondrina and Juliet Booth (Arminda), were both suffering serious throat infections...

The dramatic giocoso for seven intently interested participants is after all a very strange work - a comedy of manners that becomes streaked with raging passions and uncontrollable emotions...

Who are these crazy people? Nicholas Payne, Opera North's General Administrator, of the opera's character in an admirable and heart-felt programme essay...

In Tuesday's notice of the new Glyndebourne Figaro I stupidly misnamed the Swedish soprano playing the Countess as Gunnel Lindholm...

Anything Goes

PRINCE EDWARD THEATRE

As the contemporary New York musical has nothing to offer London, we are now reduced to importing a 1987 Lincoln Center revival of Cole Porter's ocean-going film-fantasy...

the recording sycophantically trotted out by our public broadcasting station over the past few weeks. To say she begins to approximate to the one-woman brass section clearly and well as she goes...



Elaine Paige

the opening in 1934 and only restored in this revival. It is an item of ineffable distinction and melancholic beauty...

ARTS GUIDE

EXHIBITIONS

London

The Barbican Gallery. 100 years of Russian Art - a serious exhibition from private collections...

Paris

Musee de la Publicite. Alfons Mucha in Ivan Landi's collection. Some 100 original posters by one of the foremost creatives...

Frankfurt

Je-Sole-le-Cahier. The sketchbooks of Picasso. This exhibition of 40 sketchbooks and around 200 paintings...

Bonn

Kunsthalle am August-Macke-Platz. Hochschule 22. Centre, Residences and Metropolis in German Electricity...

Stuttgart

Stuttgarter Kunstgalerie. Konrad Adenauer. Str. 30-32. Salvador Dali (1904-1989). Stuttgart presents the biggest Salvador Dali retrospective...

Vienna

Messepalast. A thoughtful exhibition, called the History of the Modern Mind, deals with the works of Stigmund Freud...

Washington

National Gallery. More than 400 images are part of a massive retrospective of the 150 years of photography...

Chicago

Art Institute. Master drawings from the Taylor Museum, the oldest in Holland, include nearly 200 works from two centuries...

Tokyo

National Museum of Modern Art. Tetsuro Takaya. Through his art, Takaya has brought to the attention of the Japanese...

June 30-July 6

Saleroom

Christie's clock up a record

Christie's is having a good week. On Tuesday it set an auction record for tribal art when a Benin bronze head sold for £1.32m...

London

Christie's is having a good week. On Tuesday it set an auction record for tribal art when a Benin bronze head sold for £1.32m...

Chicago

Art Institute. Master drawings from the Taylor Museum, the oldest in Holland, include nearly 200 works from two centuries...

Tokyo

National Museum of Modern Art. Tetsuro Takaya. Through his art, Takaya has brought to the attention of the Japanese...

Chicago

Art Institute. Master drawings from the Taylor Museum, the oldest in Holland, include nearly 200 works from two centuries...

Tokyo

National Museum of Modern Art. Tetsuro Takaya. Through his art, Takaya has brought to the attention of the Japanese...

Chicago

Art Institute. Master drawings from the Taylor Museum, the oldest in Holland, include nearly 200 works from two centuries...

Tokyo

National Museum of Modern Art. Tetsuro Takaya. Through his art, Takaya has brought to the attention of the Japanese...

Chicago

Art Institute. Master drawings from the Taylor Museum, the oldest in Holland, include nearly 200 works from two centuries...

Tokyo

National Museum of Modern Art. Tetsuro Takaya. Through his art, Takaya has brought to the attention of the Japanese...

Finance in distress

FINANCIAL intermediation is the heart of a market economy. If the heart is beating healthily, the level of investment will be far above that possible when each investor is self-sufficient and the flow of savings will be directed where they offer the highest prospective returns.

Problems of finance in developing countries, recounted in this year's excellent World Development Report, are in no way unique. But their scale is overwhelming. As the report remarks: "Non-performing loans in many developing countries are now 20 per cent of total loans and in some cases more."

Inflationary explosion

In 1984, the public sector borrowing requirement was as much as 15 per cent of gross domestic product in Argentina, 11 per cent in Chile, 8 per cent in the Philippines and 13 per cent in Yugoslavia. The report shows that between 1975 and 1985 98 per cent of government finance for a sample of developing countries came from abroad, 47 per cent from central banks and a mere 15 per cent from other domestic sources.

An environment of high and variable inflation is one in which normal financial intermediation is impossible, but problems have been made still worse by the practice of supplying rationed, highly subsidised loans to the private sector of the economy. Quite apart from the waste of resources, such subsidies must be financed. "In Brazil in 1987 (the

Few cheers for the water sale

THE completion of the Water Bill this week has earned the Thatcher Government little credit even from staunch supporters of the Government's privatisation programme. The bill has expressed disquiet at the way in which these inalienable monopolies are being sold.

Perhaps the Government's strongest argument is that the present Soviet system of running Britain's industry - by the politicians for the people - has produced abysmal results. Polluted beaches, disgusting rivers, unacceptable levels of impurity in drinking water and inadequate investment have once again been capped by the hallmarks of socialist economics: rationing.

Surely, the Government says, the private sector can do better. The answer must be: not necessarily. Perverse incentives to skimp investment and lower standards will be provided at least as much by the profit motive as by the old political reluctance to increase charges or public borrowing. In a monopoly needing huge capital investments often unrelated to sales volumes, the public interest can only be guarded by strong, subtle and pervasive regulation.

The Government will answer that its Bill recognises the need for a strong regulator and that the specific duties laid upon him will create some glasnost amongst all this perestroika. More public debate about improving standards of water treatment and sewage disposal is long overdue. But the Government's plans raise other difficulties.

subsidies) were often estimated at between 4 and 8 per cent of GDP." Subsidised credit programmes also create a politically influential class of borrowers whose members believe repayment is optional.

New start

All this was tolerable in the easy financial environment of the 1960s and 1970s, but chickens came home to roost in the 1980s. In many developing countries, the combination of high inflation, devaluation, slow economic growth and soaring real interest rates has destroyed the financial system. The only advantage of the devastation is that governments must start anew and, in some cases at least, are aware of the need to do so.

How then are the developing countries to cure the disease? The report suggests there are four main lessons from past efforts at reform: first and foremost, macroeconomic stabilisation is essential second, where prices are distorted, financial deregulation may make things worse by causing the financial system to respond more flexibly to bad signals; third, "direct intervention in finance must be replaced by an adequate, if less invasive, system of laws and regulations"; finally, the move from liberalisation may have to be bought off.

Perhaps the most important lesson of the 1980s is that highly distorted economies can survive in benign environments, but will collapse when things get more adverse. The difficulty in the area of finance is that a complete withdrawal of government interference is unwise. While the worst maladies can be cured thereby, preventive medicine remains a permanent necessity. Developing countries can console themselves that, once they have rid their economies of the most egregious errors, they need do no worse than the world's greatest economic power.

and that the cost must be met by consumers, the division of responsibilities could well create big difficulties in future about the trade-off between quality and cost. Ideally, these should be considered together, not in separate agencies.

It also remains unclear how tightly the regulator will be able to supervise the internal operations of water companies. The need arises because the Government has been forced by the peculiarities of the industry to move close to the US system of setting prices to yield a "fair" rate of return on capital employed, in this case with some allowance for efficiency gains or the sale of land. This is all absorbed into a mysterious K factor set by the regulator.

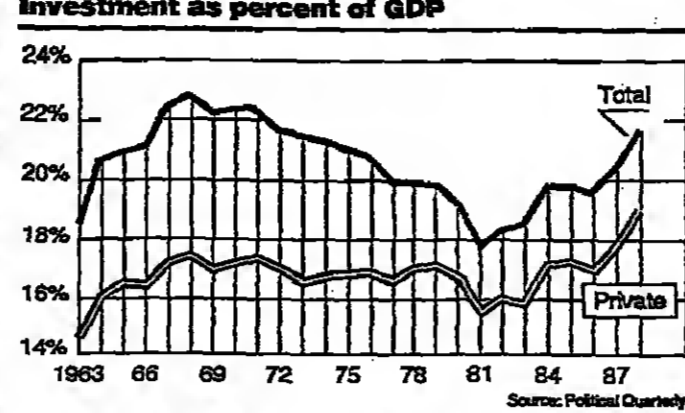
The snag, as US regulators have found, is that this system gives utilities an incentive to exaggerate their need for investment and to increase internal costs, a practice which will be all too easy in the turmoil which follows privatisation. The regulator's office will require expertise to ensure that tariffs provide exactly the right balance of pain and reward. And it is more than doubtful whether the regulator has adequate powers to insist that the structure of charges is economically efficient as well as fair.

Meanwhile each water board is scrambling to negotiate the endowment of a nice fat K which will cushion it from too much regulatory pain in future. It has to be confident that in the very limited time available, civil servants can get the balance right, especially when confronted with the political imperative of making all 10 water boards attractive to the City.

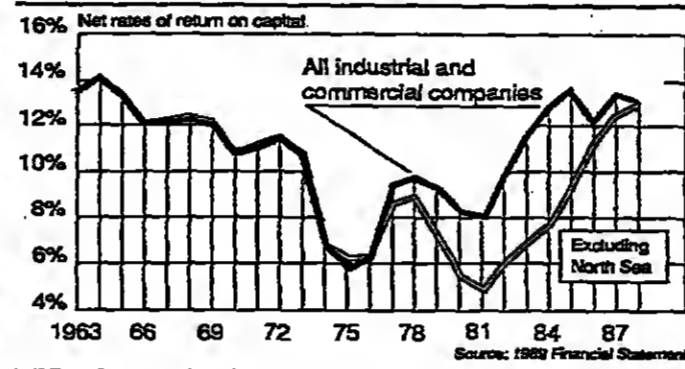
Indeed most of the difficulties with this privatisation arise from the Government's arbitrary timetable. A more evolutionary approach, perhaps involving the sale of a few of the boards, could have allowed much more time for analysis, public debate and the accretion of regulatory experience. As it is, there is still a serious risk that it will turn out to be a botched job, which would have been better unattempted.

ECONOMIC VIEWPOINT

Investment as percent of GDP



Companies' real rate of return



No miracle, but a start

By Samuel Brittan

especially as the relationship also deteriorated in surplus countries such as Germany.

Prof Godley and Mr Coutts, who focus on the UK, regard the payments deficit as the main constraint on growth and employment. They doubt whether Britain will be able to finance the present \$18bn per annum deficit (as recorded in the rather dubious balance of payments statistics) for long; and they envisage the deficit rising to \$40bn or \$50bn if the country were to attempt the growth at the average of 2½ per cent per annum required to prevent a new rise in unemployment, let alone the 2½ per cent envisaged by the Treasury in the Budget Red Book.

On the historical record their charts suggest a more even-handed verdict. The 2 per cent per annum growth rate achieved since 1979 (give or take the odd decimal point) is undoubtedly less than for earlier decades. It was also lower than that achieved by Japan and the US, which under President Reagan performed much better than generally realised. The British growth rate under Mrs Thatcher, however, was substantially faster than Germany's during the same period and slightly faster than

France's. It was outperformed by Italy, a country whose statistics are dicey; but then so are Britain's. The manufacturing record was better. Output rose as fast during the Thatcher decade as the one that preceded it although less than in the 1960s. Output per head, on the other hand, which has risen by some 4.3 per cent per annum since 1979, outperformed both earlier decades.

Export and import trends in manufacturing seem from the Political Quarterly charts to have been almost exactly the same before and during the Thatcher era, with the first rising by 2 per cent per annum as a proportion of GDP and the second by 6 per cent. The payments deficit was held at bay first because the UK started with a higher absolute volume of manufacturing exports than of imports and second because of the cushioning factor of North Sea oil.

But before anyone puts his head into a gas oven he should also refer to a close examination of the most recent years in the Economic Journal of March 1989 (summarised in "Export Consequences of Mrs Thatcher" by Andrew Snell, Financial Times, June 28). This suggests that the declining trend of UK exports as a proportion of world trade came to a decisive end in the mid 1980s. It, in addition, the very rapid rise in imports over the last couple of years is mainly due

to excess demand, then the prospect is not so bleak even on a conventional view of the importance of the balance of payments.

The Political Quarterly authors break new ground in compiling a series for private investment unobscured by the shift of boundaries during privatisation, or by public sector sales of land and existing houses to the private sector. Even on the revised basis the chart shows that investment has performed well, at least during the latest Thatcher years.

Some of us will worry that unemployment has been much higher during the Thatcher period than before. But there have also been large increases in other countries, especially in Europe as already mentioned. Some writers discount the effect of "Thatcherism" one way or the other. On a standard OECD basis British unemployment has now dropped below that of France and Italy but has overtaken that of the US.

The proverbial visitor from Mars, taking a quick look at the Political Quarterly figures, would probably wonder what the fuss is about, seeing the Thatcher record as better in some respects than previous periods and worse in others.

Someone wanting to make a positive case for a breakthrough would have three possible strategies: He can look at the figures, not since 1979 but during the Thatcher decade as a whole, and conclude that the country has been longer and more impressive than during past upswings. But conclusions based on a partial cycle are extremely tentative and can easily be upset by new data. He can concentrate on what business leaders are saying about the improvement in performance and the climate of management. This anecdotal evidence can be augmented with a critique of under-recording on the official statistics, especially for output in the service sector, as has been done by the CEI's economic adviser, Professor Doug McWilliams in a couple of notable lectures.

He can concentrate on the watershed year of 1979, when the first oil price increase brought to an end the post-war Golden Age of growth throughout the western world. This watershed is hidden by the Godley comparisons of decades, which puts together years before and after 1979.

If comparisons are made with the complete economic cycle 1973-79 then the Thatcher period does mark a definite turn for the better. The validity of this line of analysis is supported by the chart of real corporate rates of return, excluding North Sea companies, which I have taken from the Red Book. This shows a very impressive improvement since 1979, and is particularly striking in the light of the sharp decline in the early 1980s, when Harold Macmillan and Selwyn Lloyd both thought that we had economic problems.

British business in the Thatcher years deserves two cheers - for arresting a process of decline relative both to its own history past and to European competitors. The ground may have been prepared for a more decisive breakthrough, but it has not yet occurred.

From tennis to the top

John Thornton was groomed as a professional tennis player and would like to become US Secretary of State, or something approaching it. Meanwhile, he is the head of mergers and acquisitions in Europe for Goldman Sachs.

Thornton is one of those Americans with a remarkably clear idea of where he has been and where he wants to be. At the age of 14 he says that he was beating Vitas Gerulaitis - a Wimbledon doubles champion in 1975 - "quite handily". He played tennis for Harvard and was an Oxford Blue, though the latter, he adds, already meant going downhill. He decided that "other than scholastically, tennis players are not very ambitious." He was about to read law at the Middle Temple, but switched to Wall Street, then Yale.

It was Yale that determined him to go into public life eventually. The late Kingman Brewster, who was the President, set up the Yale School of Management, which was meant to be quite different from its Harvard counterpart. The idea was to train people who could equally well be President of IBM, Defence Secretary or head of the Metropolitan Museum of Art. Thornton was attracted.

In his vacations he taught tennis professionally, worked for Senator Edward Kennedy and had a spell with Goldman Sachs. He says that he turned to M&As because "they represent the closest thing to high level public sector decision-making." Contrary to general belief, he insists, "M&As are not driven by finance. They are about melding different interests and constituencies." Thornton cites Goldman Sachs selling BCI to British Airways as an example. "The issues involve world public policy in nature. It was also the handling of the BCI sale that signalled that Goldman

OBSERVER

Sachs - and Thornton - had made it in Britain. By now it has made it in continental Europe as well. Last year it became the first non-French firm to advise on the sale of a French public company: the Tower Bridge, Amstrad-Rey. Typically Goldman Sachs will be engaged on the defence side of a bid.

Thornton, however, is still planning a role in public life. Traditionally, he says, there have been three routes: "Through education, like Henry Kissinger, through law, like Cyrus Vance, and through the business world." But he is not moving yet and does not expect to start at the top. Besides, he is a Democrat and the time is not ripe. "Perhaps in another 10 years," he suggests. Thornton is 35.

inevitable in the end. What I suspect it means, however, that there will be some push for legislation to oblige the press to put its house in order. David Calcutt QC, the man chosen, is the President of Magdalene College, Cambridge and has no shortage of experience of committees and arbitration. He has been chairman of the Civil Service Arbitration Tribunal since 1979 and President of the Lloyd's of London Appeal Tribunal for the last two years. Nevertheless, exploring the ways of the press can be a thankless task. Committees of inquiry into its behaviour have a habit of not being acted on, and there is usually a last ditch promise on the part of the press to reform itself.

The pressures which have led to the formation of the Calcutt Committee have arisen from back bench MPs, both left and right wing, who believe that there should be legal measures to protect the privacy of individual citizens

and to allow the right of reply to newspaper articles. The present Government is not in favour of this, but was obliged to set up the inquiry to ward off the back benchers. Yet if Calcutt does not recommend statutory action, the back benchers will be back again with Private Member's Bills of their own. Calcutt must know that; so do the press. It puts the onus on the newspapers to behave while he conducts the inquiry.



"I'm prescribing a number of letters to your MP."

Overdoing it

We know that the Government is pressing Britain's universities to become more commercially-minded, but this seems to be pushing it.

A colleague telephoned Birmingham University's careers officer, Ian Davies, yesterday seeking information about graduate recruitment into the advertising, marketing and public relations industries. Davies told him he would be charged at the rate of £50 an hour for time spent on interviews or correspondence, even though some benefit might result for Birmingham's own graduates. We thought it was only pop stars and sports stars who behaved like that.

Lucky number

Once a year seems often enough for a casino and play roulette. On Tuesday night there was a game going at the beautiful Vineyard Summer Ball at the splendid Kensington Roof Gardens. To the growing embarrassment of the croupier, the number four came up five times in about ten minutes. Is this a record? The number continued to come up, though slightly less frequently, as the night went on.

Commercial

Sign outside a Hampshire village store: "Motorway 1 mile. Use of 100 E1. Free if you buy something."

BOOK REVIEW

Transnational consequences

MANAGING ACROSS BORDERS By Christopher A. Bartlett and Sumantra Ghoshal Harvard Business School Press, £24.95

For the first few years after the market for fabric softeners was created around the world in the late 1960s, America's Procter & Gamble maintained a stranglehold in the US, West Germany and other markets where it had launched ahead of the Comfort brand of its great Anglo-Dutch rival, Unilever.

The European company was able to fight back only when it resorted to various organisational innovations in order to encourage (rather than force) a successful brand concept developed by one of its subsidiaries - in West Germany to be transferred to France, Italy, Spain, Australia, the US and, most recently, Japan. The concept, under different national names, was based on a cuddly teddy bear symbol.

Unilever has worked the same trick with increasing frequency, "globalising" successful local innovations from such unlikely countries as Finland (Timotei shampoo) and South Africa (Impulse body spray).

The shifting organisation needed to stimulate and manage cross-border innovation flows, sometimes from one part of a company, sometimes from another, are part of the flexible armoury needed to compete in today's volatile and complex global marketplace, according to this weighty but highly readable book.

By distributing responsibility for product development, manufacture and marketing differently around the globe according to the needs at particular times of particular businesses and products - and the shifting strengths of the national units involved - Unilever is becoming a flexible "transnational" according to Bartlett and Ghoshal, who teach management at Harvard and Insead business schools respectively.

They use this term, as distinct from "multinational" or "global company", to describe an organisation capable of achieving a flexible balance between centralisation and decentralisation, without running into the sort of bureaucracy and internal backbiting which have beset companies which sought to find balance in the past by installing rigid matrix structures. Instead of basing organisations on crude general principles of centralisation and decentralisation, say Bartlett and Ghoshal, the challenge is to define the requisite balance between them on a case-by-case basis.

Like Electrolux, the emergent Swedish "transnational" which was the subject of a Management Page series late last month, Bartlett and Ghoshal say that Unilever has developed a way of assigning

and co-ordinating roles throughout the company which avoids excessive centralisation, headquarters overlord, and inflexible formality. Bartlett and Ghoshal attribute this success partly to the tendency of European companies to co-optimize themselves through socialisation ("creating a matrix in managers' minds"), rather than by the usual US method of formalism. That is not to say that US companies are incapable of achieving "transnational" status - they simply find it harder. If there is a star company in the book, which is packed with detailed examples of organisational success and failure in nine European, US and Japanese companies, it is Procter & Gamble, which was independently ranked by Underlier in much more than just nationality.

The Unilever-P&G contrast underlines the book's central theme: that, regardless of their traditional strategies and structures, multinationals of all kinds are now being forced to converge on the "transnational" model in order to achieve global economies of scale while remaining (or becoming) responsive to market differences around the world.

Whereas Unilever used to be organised as (what Bartlett and Ghoshal call) a "true multinational" - a portfolio of national entities operating independently - P&G was traditionally an "international" company, which took the parent company's knowledge and diffused it around the world, with products and marketing strategy adapted locally.

Now, say the two academics, each of these companies, as well as others which they classify as "global" (including Japanese companies such as Matsushita), is becoming gradually a flexible, integrated network of interdependent units.

By also diving deeply on the organisational learning experiences of companies such as Ericsson, Philips, NEC, General Electric of the US and IIT, Bartlett and Ghoshal shed considerable light on the difficulties of building a transnational.

Along the way they throw up valuable lessons for companies in a wide range of industries and sizes - indeed, almost any organisation operating several different businesses across borders. One does not have to be big to suffer from the strain of inflexible systems, or from the burden of an ill-designed matrix.

Christopher Lorenz To be published in the UK by Hutchinson Business Books, £25, in early September.

Advertisement for Telecom Security. Features include: Comprehensive Protection for an Installation Fee From £95.00. 3 Exterior Door Sensors, 1 Passive Infra Red Motion Detector, 1 Warning Siren, 24 Hour Monitoring, Keypad with 3 Panic Buttons, Standby Power Supply, Bell Box, Europe's Largest Monitoring Station, Extra Packages Available. Price: £14.50 MONTHLY. Call 0800-019999. Text: 'You this peace of mind at a price you can afford. And when your home's been fitted with the very latest equipment and we're watching you every 24 hours a day, you too will know what it means to rest assured.'

Handwritten text at the bottom of the page: 150 من الاجل

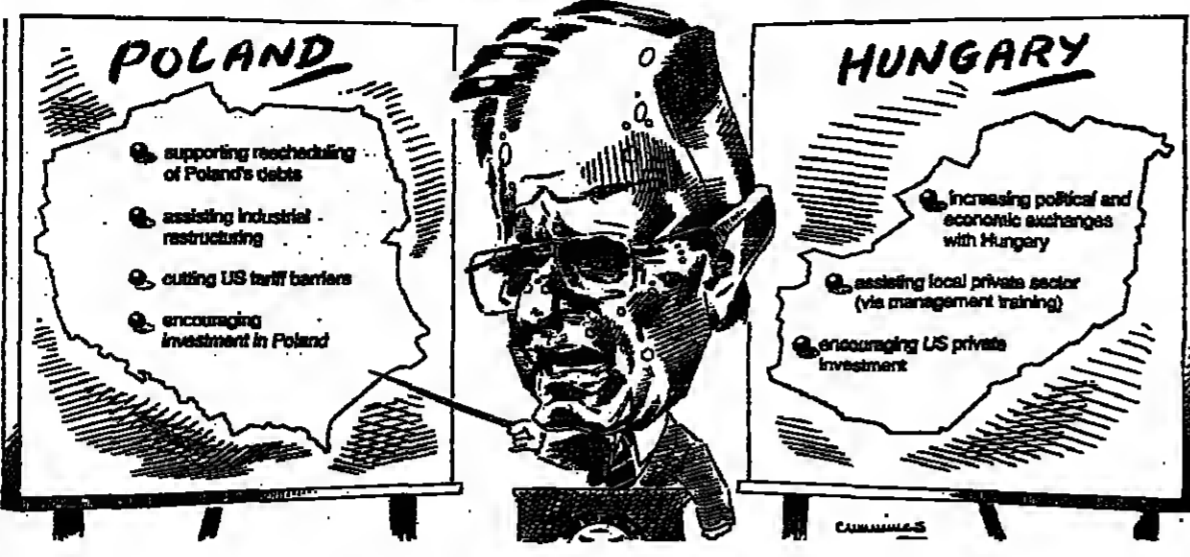
Peter Riddell reports on what President Bush will be saying on his trip to eastern Europe next week

President George Bush's visits to Poland and Hungary next week are certain to be successful. The mood in Washington is that they will be successful - that expectations about what the West can do to assist economic and political reform in eastern Europe will be raised too high, only to be dashed later.

Yet for all the characteristic caution of Mr Bush and his advisers, they are excited by the current opportunities in Poland and Hungary. Mr Bush has been very interested in Poland since his visit in September 1987. Vice President, when a meeting with leaders and supporters of Solidarity moved him greatly.

The visits have great symbolic importance. They dramatise the collapse of the system of Soviet domination in Europe which led to the division of Europe in the 1940s. Stalin's refusal to permit free elections in Poland, as agreed at the Yalta summit, was the direct cause of the estrangement between the US and the Soviet Union. Next Monday in Warsaw, Mr Bush will address members of a parliament in which the communist party was humiliatedly defeated by Solidarity in free elections. Similarly in Hungary, Mr Bush will meet leaders of non-communist parties, the inheritors of the tradition so brutally crushed by Soviet tanks in 1956.

For Mr Bush the visit is an establishing his leadership of the West, building on his success at the Nato summit five weeks ago. There is also an element of personal competition with Mr Mikhail Gorbachev, the Soviet leader. Mr Bush last week revealingly commented that "Mr Gorbachev goes to western Europe and is well received, and I will go to eastern Europe and I will be well received."



Limited aid for an escape from the past

also able to do more. Put more bluntly, the US Government does not have sufficient money to offer large-scale help on its own. So any foreign support for Poland and Hungary will rest on two principles. It will involve several Western countries and there will be no unconditional hand-out. Instead, there will be a package of measures, in co-operation with the private sector, specifically linked to progress on reforms.

Similarly, Mr Robert Blackwill, special assistant to the president on European and Soviet affairs at the National Security Council, said in a recent public speech that the US did not want to transfer resources which would shore up totalitarian regimes in these countries. But "we don't want to be so rigidly in our resources that the kind of political

legitimacy which is required doesn't form because the economic prospects are so dim." This has produced an approach of conditional generosity. For instance, the US is taking a sympathetic view of Poland's desire to reschedule its \$30bn of external debts in discussions among the Paris Club of creditor western nations. The US is not insisting that any rescheduling plan be dependent on Poland reaching agreement with the International Monetary

Fund on an economic recovery programme, as is normally required. This is to clear the decks and to demonstrate the commitment of the main industrial nations to Poland's reforms, as is likely to be underlined in the communiqué at the end of the seven-nation economic summit in Paris in 10 days' time.

More generally, the West is agreed that Poland needs to get its own house in order - both politically, by forming a stable government and economically, by producing a reform programme - before new money will be made available on any scale. An International Monetary Fund team recently visited Warsaw and came back horrified at how bad the country's economic situation was. Talks are continuing - a Polish Minister has just visited Washington. But no IMF loans are likely to be available until there are specific and credible proposals to rein back the public sector and improve industrial competitiveness. Ambitious \$10bn rescue plans of the kind suggested by Solidarity and its Western sympathisers are seen in Washington as impractical.

The US and other Western governments are insisting that, in negotiations on any substantial World Bank support for Polish investment projects, unlike the Paris Club talks, there should be a link with the need for a Polish agreement with the IMF. The World Bank has been holding discussions about \$300m in loans to help exporting industries but it is seeking clear evidence of Polish moves towards a more market-based system. The US is prepared to assist Poland's industrial restructuring in ways other than direct financial support. Proposals put forward by Mr Bush in mid-April to reduce US tariff

The US has ruled out a repeat of the Marshall plan under which it helped rebuild western Europe

aid programme. The US has ruled out a repeat of the Marshall plan under which it helped rebuild western Europe

barriers on imports from Poland and to provide insurance-type guarantees for private US business investment there by the Overseas Private Investment Corporation are near approval by Congress. In addition, Mr Bush is likely to announce various forms of economic advice, particularly to help with the serious environmental problems of Poland.

These measures were specifically presented as a response to the agreement on free elections. Further help will be made conditional on moves towards a free market and political pluralism.

This is also the approach being adopted in relation to Hungary which - though attracting much less attention in the US than Poland - is viewed much more optimistically by many American officials. Hungary has already moved further away from state centralism. Mr Mark Palmer, the energetic US Ambassador in Budapest, believes the West should be designing "a comprehensive network of relationships that makes the borders irrelevant."

Economically, this means encouraging the US private sector to participate in projects in Hungary. The Hungarian government will be urged to change controls and taxes which limit investment and repatriation of profits. (A similar approach will be taken in Poland.) Second, it involves assisting the growth of the Hungarian private sector. Some of the help is likely to be basic, in accounting and management techniques. There is talk, for instance, of US support for a course on entrepreneurship at Karl Marx University in Budapest. Other ideas include the formation of state enterprises to a mixture of foreign and local investors. The International Finance Corporation, a World Bank affiliate concerned with encouraging the private sector, already has five projects in Hungary.

Politically, the US envisages not only encouragement for non-communist parties but also direct help. Some is already being channelled by the West German political foundations and through the congressionally financed National Endowment for Democracy in Washington. Again, help is often basic: elementary political organisation, office equipment and opinion polling techniques.

President Bush and other Western leaders face a careful balancing act: offering help without alarming the Soviet Union. There is no US challenge to Polish or Hungarian membership of the Warsaw Pact. Mr Bush has repeatedly stressed that his aim is not to undermine legitimate Soviet security interests. This week Mr Bush told Polish journalists he wanted to see changes that "would result in the Soviets feeling comfortable in taking their troops out of Poland."

LOMBARD

Economic growth: please try later

By Hugo Dixon

MONETARISM IS dead. Long live Telecommunications.

The world's economic statistics are in disarray. Current account figures are riddled with black holes, giving the impression that Planet Earth has a deficit of \$100bn with the rest of the universe. Statistics on savings ratios have become so unreliable that they cease to measure what they pretend to. And few people have much faith in that notorious money supply trio - M1, M2 and M3.

The result is that policymakers are making decisions blindfolded. It is usually possible to find out what has happened to the economy several months after the event. But anybody looking for a flash indicator of what is happening today would do just as well feeling the seat of their pants. But don't despair. A couple of academics from the London-based International Institute of Communications have come up with the enterprising idea of using telecommunications traffic as a way of keeping a finger on the pulse of economic life.

This idea has a lot of intuitive appeal. Almost all business activity nowadays is associated with using the phone, fax or other telecom device. Telecommunication systems are used for buying goods and services, finding out information, setting up meetings, cutting deals and a whole assortment of other activities. At the end of the 19th century, figures on the number of railway cars moving around the US were awaited eagerly by Wall Street. Even today, financial newspapers are full of statistics on tonnes of steel, barrels of oil and numbers of cars produced.

While these traditional measures may have had some relevance in the past - when the economy was dominated by manufacturing industry - they mean less in the modern information age. They do not capture what is happening in the fast-growing services industries, nor do they help track the black economy. Minutes of telecom traffic (MITTs) are more useful because telecoms nowadays reaches parts of economic life ignored by the old-fashioned approaches. MITTs are not skewed towards the manufac-

turing sector. They can even shed light on aspects of the black economy such as the cocaine industry, as anybody who has examined the extraordinary telecoms traffic between Colombia and the US will know. The intuitive feeling that MITT is a good flash indicator of business activity is backed up by econometric modelling. Although such evidence should always be taken with a pinch of salt, the IIC economists show that outgoing international traffic makes a particularly good fit. Using outgoing international traffic as a measure means ignoring domestic telecommunications traffic. A further advantage that MITTs have over traditional statistics is that the data are much easier to collect. Instead of trawling round thousands of companies to compile a set of figures, all that is needed in most countries is to speak to the monopoly telecom operators which already have sophisticated systems monitoring telecom traffic for their own use. Even in a liberalised economy such as the UK, it would only be necessary to gather figures from British Telecom and Mercury Communications.

The small number of operators has two further advantages. First, errors are much less likely to creep into the statistics. Second, the statistics could be published almost instantaneously, avoiding the problem of indicators being out of date by the time they are available. All this means that BT, AT&T and the Bundespost are probably the best economic consultants we have. The snag is they do not divulge figures. Nevertheless, it is worth remembering that it took two Acts of Parliament in 1833 and 1844 before the Bank of England could be persuaded to publish figures on the money supply. Similar pressure from governments may be needed before Telecommunications can get off the ground.

Telecom Traffic Statistics - MITT Matter, by Gregory Staple and Mark Mullins. Published in the June issue of Telecommunications Policy.

LETTERS

A 'rational' broadcasting system

From Mr Tim Renkon. Sir, You have been generous in the space you have given to the debate on quality and the competitive tender for Channel 3 broadcasting licences in 1990. May I have a final bite at the cherry in reply to David Plowright's letter (July 4)? Mr Plowright compares the process by which the IBA allocated licences to that by which a pope is elected. That was indeed the problem with it. The process was opaque, the reasons for the decisions hid-

den. Some sitting tenants, like Granada, got their licences renewed; others lost their licences without any clear explanation. Newscomer were given franchises in the Midlands. White spoke for some, the black spot for others. Both we and the independent television industry want and need a more open, rational system. The prescription we have written aims to do this. On quality, the titles Jewel in the Crown and Brideshead Revisited are constantly

brought up as citations for excellence in the present system. The very repetition emphasises that there are not yet enough jewels around. Given imaginative franchisees in the 1990s, and a careful watch by the ITC, more choice and more variety can surely lead to the individual finding more of the quality that appeals to his particular taste and interest. Tim Renkon, Home Office, Queen Anne's Gate, SW1

Changes in Burma

From Mr N.N. Than. Sir, The real situation is not that "Karen guerrillas threaten Burma losing concessions" (FT report, May 19). All the main Karen National Union (KNU) strongholds on the Myanmar-Thai Moei river have fallen to government troops over the past eight months, and what is a fundamental difference between the Karens and the KNU terrorists. Over 99 per cent of the Karens live in peace with the Myanmars. The Karen National Defence Organisation/KNU exploited the countryside rebellion led by the Burma Communist Party, and tried to destroy multi-party democratic Burma in 1948-49. More Karens loyally serve the government in the army, and so on, than we can list. Dr Robert Taylor, at a Kuala Lumpur seminar.

"Civil war" was Burma's situation in 1948. The military campaigns now are against narcotics traffickers and terrorists who have survived so far because of a rugged terrain, scanty communications, and the relative poverty of Myanmar and some outside interference. As far as "concessions" Myanmar will systematically maintain its rich timber and fishery resources, and her long-term interests will always be protected. The closed-door policy of resource-rich, "hermit" Burma was often criticised. In opening up now, the facts are slanted as if rich fishery resources and forests would be depleted overnight. Myanmar's resources also include minerals, oil, gas and tourism. Tourist and other visas have been extended from seven to 14 days. Myanmar is a food-surplus country of 40m. The foreign investment law of November 30 1988 permits 100 per cent ownership by any investor, and joint ventures on a flexible equity basis are possible even with private Myanmar entrepreneurs.



Why buy an ordinary new car when you can afford a used Mercedes-Benz?

A used Mercedes-Benz is a more reassuring choice than many new cars of equivalent price. The registration and mileage might give its age away but its classic looks will not. It will still have all the prestige, and performance of a Mercedes-Benz but not the price tag of a new car.

The design of a Mercedes-Benz is not victim to passing fads. It has an integrity that lasts year after year. Its body and paintwork don't deteriorate like ordinary cars. After all, every Mercedes-Benz is built to last and not show its age. The result of meticulous engineering and painstaking build quality. The 'Quality Used Car' symbol is only available from officially appointed Mercedes-Benz dealers and provides added reassurance that the car's service history has been checked. If it has been through the approved dealer network, you'll be told where the car was serviced and when. The dealer selling the car will have put it through a lengthy, rigorous quality check and will give it at least 12 months insurance providing financial protection in the unlikely event of mechanical or electrical failure. The suggestion is not to buy any old used car but a car with a reputation for longevity second to none. A Mercedes-Benz. An exclusive used car for the price of an ordinary new car.



The days when quality was the yardstick

From Mr T. Hoesason-Brown. Sir, When my colleagues and I set up Harlech Television in 1967 the yardstick by which we were judged was quality of programming. This was held by the IBA to be the most important factor in deciding on the award of the franchise. We did our best to achieve this goal. British broadcasting was head and shoulders above the American, and, indeed, the European broadcasting scene. This is not the case. I visited the US in the early 1960s in order to see for myself how they operated their radio and television stations. I came back to England not just thinking, but knowing, that the quality of our programmes was

infinitely superior to those of the US. One of the reasons for this was that we did not have a free-for-all. In a frenzied rush for free competition, the Government indulged in a stroke, demolished the whole framework of the television industry and rendered almost valueless assets in the shape of buildings and equipment which will now be redundant. This is because a cowboy who starts a publishing company will be able to apply for a franchise with no overheads worth mentioning, and, so far as I understand it, with a minimum control on quality. He will therefore be able to offer a price for the new fran-

chise greatly in excess of anything which existing franchise holders will be able to match. In order to earn a return on their capital invested they will have to make the cheapest programmes possible and this country, which once led the world in programme quality, will descend to the lowest level of its European and American counterparts. Is it really fair that the whole of the television industry should be penalised in this way through a change of policy by a Government department? T. Hoesason-Brown, 6 Norland Road, Clifton, Bristol.

'You make me feel dumped'

From Mr Peter Chan. Sir, The UK Parliament has the supremacy to do anything it wishes - even to betray us, Her Majesty's faithful subjects, Hong Kong-born, by denying our full nationality of the UK without our consent. Clearly, this is a plot which was cunningly calculated. If this sort of act can in any sense be justified, it will not be difficult to understand the unacceptably irresponsible remarks made by UK Government spokesmen: "impossible," "difficult," "impractical," "unrealistic" and "others. The 1981 Nationality Act is nothing better than high treason. Britain owes enormously to the prospect of Hong Kong, which in turn owes a great deal to its 5.6m people. It is we who have learned to endure hardship. It is we who are the more hardworking and productive population. We run a 5.5 or

six-day cycle, while Britain runs five days a week. We endure a hot summer, a bitter winter, a polluted environment and we have to squeeze our way through over-crowded streets. Do we endure all these solely for our own benefit? Not quite. The British Government surely enjoys a good portion. We are forced to allow an ever-growing number of Vietnamese people to enter our part at our expense while the Tories say they can take no more productive emigrants from Hong Kong into Britain. How does anybody explain this hypocrisy? The British are supposed to do what is right before they do what is right for them. Under British rule, in fact, only the New Territories part is leased to Britain until 1997. All other parts belong to the UK permanently. If the UK fails to honour the

responsibility it owes to Hong Kong British subjects, regardless of the so-called difficulties, it will be condemned by history into eternal shame. If you say you cannot take the very small number of people from Hong Kong who honestly feel like spending the rest of their lives in the UK, why allow some 200m Europeans the automatic right of abode in the UK? Is that not grossly irrational? Or perhaps worse still, racist? I feel badly treated by your government. I had to pay almost 10 times more than "home" students to get my university education. I wholeheartedly love your country and wish to integrate myself into your society. You make me feel dumped. Peter Chan, PO Box 3, Tuen Mun, New Territories, Hong Kong.

Bostwick Industrial Doors

FINANCIAL TIMES

Thursday July 6 1989

THRUST That's BTR

North given suspended sentence for role in Irangate

By Lionel Barber in Washington

COLONEL Oliver North, the White House aide at the centre of the Iran-Contra arms scandal, was yesterday given a three-year suspended sentence by a Washington court and ordered to pay a \$150,000 fine for covering up his role in the affair.

service helping inner-city youth avoid drug addiction. The mild sentence, which followed his conviction in May, marks an anti-climactic finale to the worst scandal of Mr Ronald Reagan's presidency, but it avoided turning Col North - described by Mr Reagan and President Bush as a national hero - into a martyr.

The scandal centered on Mr Reagan's decision to sell arms to Iran in 1985-6 in an effort to free American hostages held in Lebanon. Col North funnelled the profits into several undercover operations, including funding the Nicaraguan Contra rebels during a congressional ban on military aid.

The White House would not comment on the sentence, and conservative supporters, called off plans to lobby Mr Bush for a presidential pardon, Col North, who faced a maximum penalty of 10 years in prison and a \$750,000 fine, was convicted in May of three charges, including helping to cover up the Contra arms deal. He was acquitted on nine other charges. Defence lawyers have said they will appeal against the conviction.

Iran's decade of reconstruction

Scheherazade Daneshkhu in Tehran on the legacy of Khomeini and the likely outcome of this month's presidential elections

THE post-Khomeini political system in Iran is rapidly taking shape as the country readies itself for presidential elections in three weeks.

The result of the poll is a foregone conclusion. The present incumbent, Ayatollah Ali Khamenei, was appointed successor to Ayatollah Khomeini, who died on June 3. But parliamentarianism is the only serious candidate and is certain to win.

A simultaneous referendum on the revised constitution on the July 28 election day means that people will be voting for a president and a government whose powers they have not yet sanctioned.

Such facts complicate only emphasize the fact that these elections are not about choice but provide the post-Khomeini leadership with its first opportunity to seek public endorsement. Once accomplished, the Government can in theory put 10 years of revolution behind it and concentrate on 10 years of reconstruction, as the next decade is dubbed.

IRAN called on the UN yesterday to compel Iraq to withdraw its troops from the more than 4,000 square kilometres of Iranian territory they still occupy, writes William Dulfoff in Geneva.

Rahmad was defying the Security Council's mandatory demand that the former combatants in the Gulf war should withdraw forces to the internationally recognised boundaries, Mr Ali Akbar Velayati, Iran's Foreign Minister, said.

Mr Rafsanjani already embarked on a policy of opening Iran to the outside world with his successful visit to Moscow two weeks ago. His greatest coup has been pushing through constitutional changes aimed at centralising the executive.

Agreement has been reached on measures to streamline the bureaucracy and judiciary, which is to be headed by an appointed individual rather than the present five-man Supreme Judicial Council. Only an attempt to include the power to dissolve parliament among the leader's prerogatives has had to be dropped in the face of deputies' opposition.



Ayatollah Ali Khamenei, Iran's Supreme Leader, is seen here in a recent photograph.

cern over a possible excessive concentration of power. Mr Rafsanjani has brushed such worries aside. "We will have a president for whom the people will vote once every four years; for God's sake someone will come to power... how can he, with this Majlis (parliament), this leadership and the prevailing conditions in the country, change into a dictator?" he asked at one of the constitutional Review Council's sessions.

security council. This will take power away from the Interior Minister, Mr Ali Akbar Mohtashemi, who is a leading hardliner. At one fall swoop, then, Mr Rafsanjani has managed to weaken two of his main rivals, Mr Mohtashemi and Mr Mir Hussein Mousavi, the Prime Minister.

The question in Tehran tea-houses these days is whether these men will attempt to find some other way of preserving their influence, a discussion which tends to revolve around the role of Ahmad Khomeini.

He has, however, an image problem. Nicknamed Ahmad ashraf, or "tearful Ahmad" because of his constant wailing, he is ridiculed by some for a lack of intelligence, poor oratory and clumsy writing.

So far, Ahmad has scarcely asserted himself. He declined both to read his father's will or to speak at the mourning ceremony one week after Khomeini's death. His sister, Zahra, said that he was deeply depressed at the time and spoke of withdrawing completely from national politics. It has been mooted that he might become a political advisor to Ayatollah Khamenei, and 200 Majlis deputies have proposed that he might join their ranks. The English-language daily Tehran Times has suggested that he might take over Mr Rafsanjani's Tehran seat and even become the new Majlis Speaker, a job which has so far been one of the hardest in government.

GREEK FAMILY BACKS LONDON LAUNCH WITH RECORD £100M EQUITY New bank opens doors for business

By David Lascelles, Banking Editor, in London



A NEW bank - the Private Bank and Trust Co - is launched in London today.

The event would be unremarkable in a city where there are already 600 banks, were it not for two facts. First, the bank is being launched with £100m (£150m) of equity, which is believed to be the largest initial capital with which any wholly new British bank has ever started out in life.

Second, all the money is being put up in cash by a single family, the Latsis, a famous Greek family which lives in Switzerland and shrouds its affairs in great secrecy. A request by the Financial Times for an interview in connection with the launch was refused.

Though now retired and in declining health, John Latsis remains a highly controversial figure who is greatly disliked by many for his aggressive style, but admired by others for his expansive nature.

Lloyds Bank. The chairman is the Earl of Harrowby, lately deputy chairman of NatWest and Coutts & Co.

As its name suggests, the new bank will aim at the private banking market, providing high class banking services to wealthy individuals and entrepreneurs.

The intriguing question behind the bank, however, is why the Latsis family is launching it at all. The answer lies amid the complexities of the huge business empire which the family has built up virtually single-handedly since the last world war, and which is now estimated at \$3bn.

One London acquaintance recalled yesterday how he invited the Latsis family to dinner, and received a veritable flood of flowers shortly before his guests arrived.

taught economics for a while at Harvard.

He has endowed one of the richest annual scholarships at the LSE, for £10,000. Now in his early 40s, he is married to an English woman and has three children.

The plan for a London bank has been in the making for several years, but was held up while the Latsis sought suitable managers. Although, as owners of a Swiss bank, they were well-regarded by the Bank of England for consideration as owners of a UK bank, there is a requirement for foreign independent management in banks which have dominant owners and hence the team that has been lined up.

The board has also been designed to create a balance between the Latsis family and outside interests. Aside from Spiro himself, it includes his sister, Anne Marie, and his LSE professor, Basil Yamey, and Mr Dark Pally, a former deputy chairman of Barclays Bank.

Mr Ball, the chief executive, said that Dr Latsis had decided to locate the bank in London because of its importance as a financial centre.

The decision to endow the bank with its £100m capital was made "because it states a serious position", he said. "If you start with £10m you're just another private bank. We can't look after our clients' needs with capital of that size."

Whether the Latsis make much money out of their new venture remains to be seen. The Private Bank has set itself "modest" profit goals according to Mr Ball because it wants to build up a lasting business, free from short-term profit pressures. And although the Latsis family themselves can channel funds in its direction, it will need a substantial balance sheet to justify its big capital endowment. But as another Greek financier commented: "The Latsis can spend \$100m and not notice."

ing Pasok ministers should refuse to meet their successors. The ailing Mr Papandreu, whose unsuccessful efforts to form a new government were conducted from a hospital bed, left Athens yesterday for a convalescent holiday after pneumonia and kidney problems.

Mr Tsametakis's extraordinary government brings together in a temporary partnership the two sides of the country's bloody civil war of the late 1940s. Last month's inconclusive election finally prompted the putting aside of enduring ideological and political enmities in favour of a scarce political programme "to restore democracy" and to pursue the prosecution of former Pasok ministers and officials suspected of financial wrongdoing. The joint political objective is fresh elections in early October.

The June 18 poll left New Democracy with 144 seats in the 300-seat parliament against Pasok's 126 and the Communist coalition's 28.

WEST GERMANY'S federal budget deficit next year will rise to DM37.7bn (\$17.5bn) from an expected DM27.5bn this year, as a result of a 3.4 per cent increase in 1990 spending and large income-tax cuts due in the New Year.

As a result of plans approved by the Cabinet yesterday, the opposition Social Democratic party has accused the Government of launching a populist 1990 budget to protect its position in the general election at the end of next year.

Mr Theo Waigel, Finance Minister, presented his first important legislation since he took over in April, was able to point out at a news conference yesterday, however, that next year's budget deficit would be less than the DM36bn projected a year ago.

Weinstock's cloak and dagger

By David Marsh in Bonn

WEST GERMANY'S federal budget deficit next year will rise to DM37.7bn (\$17.5bn) from an expected DM27.5bn this year, as a result of a 3.4 per cent increase in 1990 spending and large income-tax cuts due in the New Year.

As a result of plans approved by the Cabinet yesterday, the opposition Social Democratic party has accused the Government of launching a populist 1990 budget to protect its position in the general election at the end of next year.

Mr Theo Waigel, Finance Minister, presented his first important legislation since he took over in April, was able to point out at a news conference yesterday, however, that next year's budget deficit would be less than the DM36bn projected a year ago.

The Government has departed from the medium-term financial stringency laid down two years ago by Mr Gerhard Stoltenberg, Mr Waigel's predecessor, who said that the 1990 deficit should be only DM30.9bn.

Forecast annual deficits into the 1990s now lie between DM12.5bn and DM15.5bn less than the figures projected 12 months ago, however, as a result of the better-than-expected performance of the economy.

Yesterday's budget figures were drawn up on expectations of a 3 per cent real growth in the economy this year and 2.5 per cent next.

The Economics Ministry is projecting at least 3.5 per cent real growth in gross national product this year, so the Government may have extra leeway next year to boost spending or soften some of the planned tax increases.

Inflation measured by the GNP deflator is put at 2 per cent this year and 2.1 per cent in 1990.

The federal deficit as a proportion of GNP will rise from 1.2 per cent in 1988 to 1.4 per cent in 1990, but is forecast to fall to 1 per cent by 1993.

The liberal Free Democratic Party (FDP), junior partners in the Bonn coalition, also voiced disquiet yesterday that the Government had failed to hold the increase in federal spending next year to 8 per cent - it is planned at DM 301.4bn against DM291.5bn this year.

Mr Heinz Riesenhuber, the Research Minister, is aggrieved, however, that Mr Waigel is cutting future funds for West Germany's ambitious space programmes, while the Defence Minister, remains worried about a squeeze on defence spending in the early 1990s.

Yemen's plans to raise a 3.5 per cent increase in defence expenditure next year to DM54.5bn.

Elders IXL

Share price relative to Australian All-Ordinaries Index



alone BR conjured up \$26m of fixed assets by redesignating land as non-operational, ready for sale and redevelopment. The time is ripe for less obstruction about the scale of BR's hidden land bank.

This is hardly academic. BR projects \$45m more of property sales by mid-1990, in addition to \$27m sold since 1985. Future shareholders of a privatised BR may question the wisdom of so fast a sell-off, if it constricts their future freedom to reshape parts of the network. And after the Broadgate development will come King's Cross, the Bishopsgate Goods Yard and Waterloo if London is over-supplied with office space in the early 1990s, BR could be as big a culprit as Canary Wharf.

Private banks One of the stultifying side-effects of the growing regulation of banking is that banks are never allowed to go bust, and that new entrants from outside the banking business are generally discouraged. So the arrival of the suitably named Private Bank & Trust Company is a welcome departure.

With £100m of capital, swank West End offices and a prestigious board of directors, it has clearly passed the Bank of England's "fit and proper" test, although in so doing it has set a standard which more "humble" competitors will find hard to match.

Nevertheless, its arrival raises a number of questions, not least why a fabulously wealthy Greek family which made its money in shipping and oil, needs to own yet another bank. There have been a few recent cases of private individuals making their fortunes in banking - Mr Edmund Safra is an obvious example - but for the most

part it is not a terribly profitable business. There is considerable excess capacity, the risks are high and regulation is increasingly onerous.

Despite the size of its capital, the new bank will be a toddler amongst the London merchant banks. It has no obvious customer base, and is bound to be seen by some as little more than a rich man's whim. Given that the business strategy of much grander financial institutions often seems whimsical as well, this should not be a deterrent. But the more serious question persists of who stands behind the bank if, for example, it were to lose a bundle on local authority swaps. Presumably the Bank of England has had access to the financial affairs of the secretive Latsis family.

In making a general offer to buy Elders at A\$5 a share, Mr Elliot is playing a dangerous game. A further decline in sentiment, or a slump in the market, could make the offer seriously attractive. With Australian interest rates at 18 per cent and rising, Mr Elliot and his colleagues - who will be looking only to gain control by a narrow margin - risk ending up with more stock than they can afford.

Mr Elliot's position is now genuinely bizarre. The whole fiasco started over his scheme to gain effective control of his company by underwriting a rights issue which was designed to flop by being priced too high - at A\$2. To secure those shares, he has to convince shareholders that A\$3 is still too expensive; but to stop them taking up his general offer - made only to defuse the row - he must simultaneously convince them that A\$3 is too cheap.

There is, to be sure, a more charitable view. Mr Elliot may well believe that the forthcoming flotation of the brewing interests will make Elders shares worth materially more than \$5. If so, he is entitled to retain as much of the proceeds of that extra value for himself and his friends, provided a fair offer to shareholders has been duly made. It is worth recalling that on a ten-year view, Elders' shares have outperformed the Australian market by a factor of more than three. But with the example of Mr Bond in mind, investors may feel that this is not the best time to become minority shareholders at the mercy of an Australian entrepreneur.

Table with columns for location, temperature, and weather conditions. Includes entries for Adelaide, Perth, Sydney, Melbourne, etc.

Advertisement for The Sumitomo Trust and Banking Company, Limited. Includes text about the International Stock Exchange, introduction to the exchange in London, and contact information for various branches.

Handwritten signature or stamp at the bottom center of the page.

ACCOUNTANCY COLUMN

US accounting precision meets UK flexibility

By Eric Short, Pensions Correspondent

THE ACCOUNTS OF companies operating in the UK will for the first time this year have to account for pension costs in the prescribed manner set out in Statement of Standard Accounting Practice (SSAP) No 24.

However, auditors and finance directors of UK subsidiaries of US parent companies face a further obstacle in that, for them, the US Financial Accounting Standard (FAS) 87 will also apply on accounting for pension costs.

Both SSAP 24, which has been discussed before in these columns, and FAS 87 have the same overall objective - to ensure that pension liability costs are determined on a systematic and rational basis, instead of the previous ad hoc system.

Until these standards were introduced, pension costs included in the accounts of both UK and US companies tended to be the actual amounts paid by the company into the pension scheme in the relevant financial year.

Now both standards set out to show in the accounts the ongoing cost of providing pensions to employees during the service period of those employees in the company, accepting that pension provision for employees is an employment cost that should be matched with period of service.

Both standards set out to identify the pension costs split between the normal ongoing costs incurred each year and variations in costs beyond those which arise normally, such as a benefit improvement, surpluses or changed actuarial assumptions in the valuation.

There, however, virtually all similarity ends, placing auditors of these UK subsidiaries in a certain difficulty as they try to incorporate both standards in the accounts.

Britain's standard is more a device for disclosure, less a standard for measurement

SSAP 24 is more of a disclosure than a measurement standard, containing so many calculation options for auditors and actuaries that there is little comparability on pension costs between one company and another.

Mr Ron Paterson, partner and director of accounting at Arthur Young, stated at a recent conference held by the Pensions Management Institute on accounting for pension costs, that most UK companies had still not realised what a big impact SSAP 24 would have on their accounts.

He added that the evidence from the accounts of those companies which had already put SSAP 24 into operation showed that they did not really understand how to apply the standard.

However, that sort of lack of familiarity should not arise with FAS 87, which has applied to US domestic companies for the past two years. But overseas subsidiaries were given the option of a two-year delay before having to implement the standard.

That period is over and all overseas subsidiaries of US parents will have to set out pension costs in accordance with FAS 87 for their 1989 accounts so that they can be consolidated with the US parent accounts. Several leading US multinationals have already applied the standard for their overseas operations.

FAS 87 is extremely precise in its operation, setting out the specific objectives to be achieved, the format in which they are shown and the actuarial method to be applied in the calculation of pension costs.

Above all, it does not allow the flexibility and judgment provided under SSAP 24, since the Financial Accounting Standards Board drew up the standard so that the calculation of pension costs would provide a comparable measure between companies.

In that respect, FAS 87 lays down that actuaries must use one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

Fortunately, most UK pension actuaries generally accept one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

However, FAS 87 can result in some glaring anomalies between the reported profits and the strategies adopted by the pension scheme. For example, the pension costs can be minimised, and thus reported profits maximised, if the pension scheme instead of paying pensions from the fund buys a block of annuities from a life company for a group of retired employees.

Buying annuities in this manner ends the scheme's liability for these employees and thus the need to account for them, even though retired employees would usually do better by having their pensions paid from the fund where surpluses can be used for discretionary pension increases.

Mr David Campbell, a partner in the consulting actuarial firm Bacon & Woodrow, said at the conference that the implementation of SSAP 24 might have a significant impact on the actual funding of pension schemes by employers.

The general feeling is that any revision of the standard to bring in precision could have even more of an impact.

Mr Chris Bellef, a partner of Deloitte Haskins & Sells, also speaking at the conference, highlighted the differences between the two standards, which might result in significantly different reported profit levels and a requirement for separate actuarial valuations.

He was extremely doubtful whether accounts prepared under SSAP 24 would be acceptable for FAS 87, but considered that accounts prepared under FAS 87 principles could be adapted to conform with SSAP 24.

In particular, FAS 87 lays down that actuaries must use one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

Fortunately, most UK pension actuaries generally accept one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

However, FAS 87 can result in some glaring anomalies between the reported profits and the strategies adopted by the pension scheme. For example, the pension costs can be minimised, and thus reported profits maximised, if the pension scheme instead of paying pensions from the fund buys a block of annuities from a life company for a group of retired employees.

Buying annuities in this manner ends the scheme's liability for these employees and thus the need to account for them, even though retired employees would usually do better by having their pensions paid from the fund where surpluses can be used for discretionary pension increases.

Mr David Campbell, a partner in the consulting actuarial firm Bacon & Woodrow, said at the conference that the implementation of SSAP 24 might have a significant impact on the actual funding of pension schemes by employers.

The general feeling is that any revision of the standard to bring in precision could have even more of an impact.

Mr Chris Bellef, a partner of Deloitte Haskins & Sells, also speaking at the conference, highlighted the differences between the two standards, which might result in significantly different reported profit levels and a requirement for separate actuarial valuations.

He was extremely doubtful whether accounts prepared under SSAP 24 would be acceptable for FAS 87, but considered that accounts prepared under FAS 87 principles could be adapted to conform with SSAP 24.

In particular, FAS 87 lays down that actuaries must use one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

Fortunately, most UK pension actuaries generally accept one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

However, FAS 87 can result in some glaring anomalies between the reported profits and the strategies adopted by the pension scheme. For example, the pension costs can be minimised, and thus reported profits maximised, if the pension scheme instead of paying pensions from the fund buys a block of annuities from a life company for a group of retired employees.

Buying annuities in this manner ends the scheme's liability for these employees and thus the need to account for them, even though retired employees would usually do better by having their pensions paid from the fund where surpluses can be used for discretionary pension increases.

Mr David Campbell, a partner in the consulting actuarial firm Bacon & Woodrow, said at the conference that the implementation of SSAP 24 might have a significant impact on the actual funding of pension schemes by employers.

The general feeling is that any revision of the standard to bring in precision could have even more of an impact.

Mr Chris Bellef, a partner of Deloitte Haskins & Sells, also speaking at the conference, highlighted the differences between the two standards, which might result in significantly different reported profit levels and a requirement for separate actuarial valuations.

He was extremely doubtful whether accounts prepared under SSAP 24 would be acceptable for FAS 87, but considered that accounts prepared under FAS 87 principles could be adapted to conform with SSAP 24.

In particular, FAS 87 lays down that actuaries must use one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

Fortunately, most UK pension actuaries generally accept one specific valuation method - the projected unit credit method - in determining costs. That method values the costs of the accrued and current year's pension benefits of existing employees allowing for the future growth of their salaries to retirement date.

However, FAS 87 can result in some glaring anomalies between the reported profits and the strategies adopted by the pension scheme. For example, the pension costs can be minimised, and thus reported profits maximised, if the pension scheme instead of paying pensions from the fund buys a block of annuities from a life company for a group of retired employees.

Buying annuities in this manner ends the scheme's liability for these employees and thus the need to account for them, even though retired employees would usually do better by having their pensions paid from the fund where surpluses can be used for discretionary pension increases.

Mr David Campbell, a partner in the consulting actuarial firm Bacon & Woodrow, said at the conference that the implementation of SSAP 24 might have a significant impact on the actual funding of pension schemes by employers.

The general feeling is that any revision of the standard to bring in precision could have even more of an impact.

Project Accountant A.C.A.

Package 28-30K

As a major International Securities House, which has shown continued profitable expansion in highly competitive markets, our client is seeking to recruit an enthusiastic young Chartered Accountant.

Key responsibilities will include, inter alia: Projects Appraisal and Development; Group Financial Accounting and Analysis; Business Systems Evaluation; Reviewing competitor performance.

The ideal candidate will be aged 24 to 30 with up to 2 years P.Q.E. As a first move from public practice the successful applicant will gain excellent knowledge of financial services as a basis for a career in the City.

For a comprehensive and confidential briefing, contact Andrew Morris.

the fleet partnership

Financial Recruitment Consultants, 37/41 Bedford Row, London WC1R 4JH. 01-831 1101 (24 hours)

ACCOUNTANCY APPOINTMENTS

GROUP FINANCE DIRECTOR

Richmond HQ c£50,000 base + incentives + benefits

Our client is a listed PLC, recently acquired, via an entrepreneurial team, and backed by leading institutions.

The Executive Chairman, to whom the appointee will report, is presently structuring a tightly knit head office management team. The Group FD will have responsibility for all financial and accounting matters at head office, existing subsidiaries and in acquired companies. The creation of effective financial and management information systems and their implementation within the Group and acquisitions is essential to successful development and is the key initial priority but, as important, will be the appointee's contribution to the development and execution of business strategy.

The successful candidate must demonstrate a commercially orientated track record which shows a logical progression to the present senior appointment. Strong technical ability should be backed with an accountancy qualification. A business degree or MBA, would be an additional asset. A high level of interpersonal skills, effective negotiating ability and leadership flair will also be sought.

The role clearly provides scope for personal growth, the recognition of achievement and financial reward. Interested candidates should write in confidence, enclosing full career details, to James Forte, quoting reference S2989

KPMG Peat Marwick McLintock

Executive Selection and Search 70 Fleet Street, London EC4Y 1EU

Management Accounting Manager

Fourfold growth to £50 million turnover

Last three years Abingdon



Micros & Network Products

-possible stock exchange listing -expansion into new markets

Next two years c. £30,000 + Car

Research Machines is one of the most exciting names in the computer industry - a British company with a reputation for outstanding specialised products and strong progressive management. This is a new position and part of a planned series of appointments being made to strengthen the company's Finance function in line with the sustained growth of the business.

Reporting to the Financial Controller you would be responsible for building a function that provides a comprehensive management accounting service to manufacturing and marketing and also a planning and analysis service to the board. You would inherit a small department that has established some good basic reporting, particularly in the materials area utilising MAM3000 on the company's HP3000. Your task will be to take the function through several further development phases and will also involve you in growing a small and effective team of professionally qualified accountants to work with you. A personal objective will be to quickly establish a position from which you are free to concentrate upon business planning and managing the related variances.

It is a role that should be attractive to qualified accountants likely to be in their late 20's to early 30's who are challenged by the prospect of a senior and influential role in a high growth environment. The essential experience we are seeking is a high quality management accounting and financial analysis background gained with an integrated manufacturing and marketing company. The selection process will concentrate on identifying those who thrive in an environment of change and high natural pace.

We would also like to talk to those who, with only two to three years post qualifying experience, are not ready for this appointment but who are attracted by the description of Research Machines as a company in which to develop a career.

Future career prospects are excellent and employee conditions, including relocation assistance where required, are of a high standard.

Applicants of either sex should apply in confidence to Michael Johnson on (0962) 844242 (24-hour service) or write to Johnson Wilson & Partners Ltd., Clarendon House, Hyde Street, Winchester, Hampshire SO23 7DX quoting ref. 981

Research Machines is an equal opportunity employer and vacancies are open to all people irrespective of race, sex or disability.



Johnson Wilson & Partners Management Recruitment Consultants

INCREASE YOUR INFLUENCE ON A EUROPEAN STAGE

As National Advanced Systems we have much to be proud of. As a wholly owned subsidiary of a joint venture company backed by Hitachi and EDS, our pedigree is impeccable. As a world leader in the supply of high-quality plug-compatible mainframe computer systems and peripherals, our track record speaks for itself. We are confident in our future success.

We are committed to change and improvement. As a result, we are now looking for two experienced specialists to play major roles in a period of substantial growth.

Senior Financial Analyst £25,000 + Car

A crucial management accounting role providing information and guidance to managers. This will involve preparing operating plans and budgets, together with detailed financial forecasts for our European division. You will also provide a comprehensive analysis of results for management reports, underlining the influence you will have in shaping future investment decisions.

Professionally qualified, you should have experience of financial planning in a European environment, ideally within the computer business, and sound knowledge of PC or mainframe based systems. You will also need first-class communication skills and a high level of technical ability.

Senior Financial Accountant £25,000 + Car

An ideal opportunity for a qualified chartered accountant to make a considerable impact early in your career. Reporting to the Director Financial Accounting, you will develop efficient systems which provide management with easy access to high quality reports. This will involve controlling and reviewing internal operations and procedures in order to fine tune the entire accounting function for NAS Europe.

For an ambitious young professional this is the chance to move away from the terminal and influence our operation at the highest level. Knowledge of high-tech industries is not essential, but candidates must have good understanding of systems. Ambition and enthusiasm must be matched by a strong personality. A European language would be a distinct advantage.

In both cases, you can look forward to an excellent range of company benefits including health insurance, and BMW car.

Please write, with full CV, to: Derek Manuel, Personnel Manager, National Advanced Systems, John Busch House, London Road, Isleworth, Middlesex TW7 5AX or telephone 01-568 8855 for an application form.



National Advanced Systems

MAXWELL CONSUMER PUBLISHING & COMMUNICATIONS LTD.

BUSINESS CONTROLLER

Identifying Opportunities... Determining Strategy... Executing Decisions

Maxwell Consumer Publishing & Communications is a global publishing Group comprising 5 divisions. Each division operates with a high degree of autonomy within a specific niche market. The culture within MCPC is entrepreneurial and considerable emphasis is placed upon the development of new products and the exploitation of new markets.

A Business Controller is sought within one of the divisions to provide comprehensive financial advice and support to the Divisional Managing Director. Controlling a small team, the brief is the interpretation of management and financial information in order to maximise the quality of strategic and operational decision-making. The ability to rapidly determine the commercial issues affecting the business from this information is paramount.

Principal responsibilities will therefore include: analysis - determination of how the division has performed; planning - production of budgets, forecasts and business plans; appraisal - investigation of new product viability and new market potential.

The role is a proven entry point to a career within the Group and is regarded as an ideal first step towards general management.

Candidates will be young qualified Accountants with a proven commercial outlook. Probable profiles include ACMA's with budgeting and analysis experience and ACA's who are currently in commerce.

Please apply directly to Mark Ehrlich at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone 01-836 3545, or 01-556 3615 (evenings). Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists London · Birmingham · Windsor · Manchester · Bristol · Leeds



ROBERT HALF

YOUNG ACA

Can financial skills and marketing mix?

HAMPSHIRE c.£25,000 plus quality car and banking benefits

A rare talent? We would like to talk to young qualified accountants with commercial flair, perhaps inspired by a first post-qualification appointment in a marketing led/entrepreneurial company or with a natural ability to see the market opportunities beyond the numbers.

As a key member of a small committed team you will negotiate financial packages at senior levels with leading City institutions and play a major role in the pricing, development and financial construction of new products.

In your mid/late 20's you must be self confident, have first class technical and communication skills and the interest and motivation to achieve

success on both a personal and corporate level.

My client is the highly successful financial services division of a major British banking group who are responding to the challenges of 1992 and beyond and therefore offer unrivalled personal development opportunities in senior financial management or other strategic business areas.

The employment package is excellent, the potential up to you. Interested? Telephone for an application form or write with full CV quoting Ref: 1228 to M R Saker, Director, Hales & Hindmarsh Associates Ltd., 34A Jewry Street, Winchester, Hampshire SO23 8RY. Tel: (0962) 841851. Fax: (0962) 840436.



Hales & Hindmarsh
CONSULTANCY · SEARCH · SELECTION

GROUP ACCOUNTANT

Salary up to £23,000 inclusive

Established by Royal Charter in 1972 to promote and develop sport and physical recreation, the Sports Council has an active role in the funding of major sports facilities and the promotion of participation and excellence under the concept of "Sport for ALL".

We are now looking for an efficient and self-motivated accountant for the day-to-day management of our HQ Finance Unit. Major responsibilities include:

- control of the Council's Working Capital (approx £50m)
- design and implementation of financial systems and procedures
- preparation of consolidated accounts etc.
- management of a staff of 18.

The successful candidate is likely to be a fully qualified accountant with good experience which includes developed computer skills. Positive qualities of business acumen and enthusiasm which will enable him/her to contribute to the Sports Council's increasing emphasis on trading and marketing activities designed to generate independent funding, would be seen as additional advantages.

An attractive benefits package, including up to £5,000 relocation expenses, is offered.

To apply, please send details of your career to date (quoting ref FT22) to Trudy Hindmarsh, Personnel Officer, The Sports Council, 16 Upper Woburn Place, London WC1H 0QR. AN EQUAL OPPORTUNITIES EMPLOYER



Finance Director

up to £40,000 + Bonus + Car

Our client is a well-established, international multi-disciplinary consultancy practice with a group turnover of c£10m. Previously a partnership, a recent restructuring has created the need for a Group Finance Director to join the holding company board. First tasks will be to reorganise and unify the group's financial and reporting systems, then prepare the group for a possible flotation. Candidates over 30 years should be qualified chartered accountants of graduate calibre with at least 5 years' experience of running the finance function of a multi-site service orientated company. Commercial acumen, combined with the ability to contribute strongly at strategic board level, manage people and help steer through change are all essential attributes for this role. Location could be Central London or Edinburgh. Please reply in strictest confidence with full career details to Peg Eva, as adviser to the company, at Selection Thomson Ltd., 85/87 Jermy Street, London SW1Y 6JD or 14 Sandyford Place, Glasgow G3 7NB.

Selection Thomson
London and Glasgow



TREASURY MANAGEMENT

A Corporate opportunity in a major UK Group

Thames Valley

c.£30,000 + Car + Bonus

Our client is a substantial international Group with turnover in the region of £1¼ billion and concerned with the manufacture and distribution of a wide range of products. Effective international treasury management is essential to the implementation of its growth strategy and this is reflected in the demanding nature of this appointment.

Based at the group's head office (which is pleasantly situated in the Thames Valley area), the appointee will report to the Corporate Treasurer. A small treasury team ensures wide ranging responsibilities; these will include subsidiary company funding, support for the Sterling Dealer and involvement with all aspects of FX Management.

Candidates will ideally have several years' experience in Corporate Treasury with either

an accounting or clearing bank background. Probably graduates and around 10 years into their careers, they will possess an eagerness to make decisions and have a high level of drive and commitment. Flexibility and effective communication skills are also vital.

For the successful applicant, a well structured remuneration package includes attractive incentive bonus, pension and SAYE Share Option Schemes, PPP and free restaurant facilities.

It is intended that all applications will be passed to our client. Candidates should therefore indicate any organisations which they do not wish to consider.

Full career details should be sent, in the first instance, to Mike Blanckenhagen, quoting ref: 4812.



Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU

FINANCIAL DIRECTOR

to £40,000
+ Quality Car
+ Substantial Benefits

Northamptonshire

The Company is a successful and profitable Division of a major PLC Group involved in manufacturing where the current turnover of around £25m, is expected to double within three years, both through organic growth and acquisition.

To achieve these exciting development plans the Managing Director is seeking an experienced financial manager to work closely with him in the management and direction of the multi-site operating units (including a French subsidiary). The Financial Director will take a leading role in Acquisition and Business Development in order to realise the planned growth of the Division.

The ideal candidate profile would include a business related Degree, formal qualification in a "Big 8" firm, financial management in a manufacturing business and commercial/strategic experience in a fast growing acquisitive group. Applicants aged 35-45 must be able to demonstrate significant contribution to business growth and management skills at a senior level.

In return the position offers considerable interest and autonomy within this challenging and highly professional Group.

In the first instance contact our retained advisors:-



Fitz-Eylin House, 25 Holborn Viaduct,
London EC1A 2BP
Telephone: 01-936-3311. Fax: 01-936 2122

Financial & Economic

Analysts Salary £19,662-£23,907 (under review)+Lease Car

■ Since 1981, private investment of £4.4Bn current trends predict £9Bn within 4 years.

■ £3Bn Canary Wharf Project with 50,000 workplaces.

■ 5.2M sq ft of commercial industrial floorspace completed.

■ Massive development of 2000 new homes for the Royal Docks.

■ Major transport infrastructure including Railway/Highways network.

■ More new homes being built than in any other area of the UK.

Remarkable success is being achieved in the regeneration of London Docklands. The scope of the Development Corporation's task includes direct investment in an intensive project programme of reclamation, transport and services infrastructure, and environmental works as well as sales, marketing, employment and community projects. Expenditure, funded by grant and land disposal receipts is planned at over £300m in the current financial year.

Based in a multi-disciplinary Area Team and reporting to both the Corporation's Assistant Financial Controller and the Area Team Director, these roles provide a full financial services to the Area Teams. Duties will include the financial and economic evaluation of projects, budgetary and cost control, the monitoring of a large capital income and expenditure programme and key economic development projects.

Applicants should hold a recognised UK accountancy qualification or be able to demonstrate significant experience of financial and economic analysis.

Candidates should write for an application form to: Mr Chris Woodman, Senior Personnel Officer, London Docklands Development Corporation, Unit A, Great Eastern Enterprise, Millharbour, London E14 9TJ.

Applications will be reviewed on Monday 24th July, 1989. An Equal Opportunities Employer.

London Docklands

The Choice of generations

merit

SWINDON

A highly motivated individual is required to be **MANAGING DIRECTOR** (Subsidiary of plc)

£ HIGH + Attractive Benefits + Options

Merit Toys Ltd., a subsidiary of Bluebird Toys plc, seeks a Managing Director to propel the company forward into the 1990's.

Merit was acquired in 1988 by Bluebird which is the UK's largest quoted toy manufacturing group. The group's commitment to growth is unrivalled in our industry and has been achieved by high investment in new products and the careful fostering of good relations with our customers.

You will be an entrepreneurial high achiever with ambition to succeed, but are restricted by the limitations of your present job. You may be an A.C.A. with good technical exposure and wide industrial experience and you feel held back in the realms of accounting and you now want to further diversify into other fields of business. Merit will give you the opportunity to use the knowledge gained outside your high quality education and professional qualifications in a general management role.

The Managing Director we seek should be able to take a "hands on", flexible approach to bring this enterprising part of the group to the forefront of the industry alongside the parent company.

In this role you will be involved with major customers and help direct new product development in addition to the daily control and running of the company, with a profit conscious view to long term growth while sustaining the high motivation of a committed and loyal team.

Based at our new offices in Dorcan, new Swindon, Wiltshire, salary will not be a limiting factor for a person with the right qualities and the package will include a Jaguar XJ6, health plan, share options and a profit sharing scheme.

If you are interested in this exciting high profile role, please apply in writing with a detailed C.V. to:-

Mr. T. Clarnock, Group Chief Executive and Chairman, Merit Toys Ltd., Merit House, Faraday Road, Dorcan, Swindon, Wiltshire SN3 5HF

Financial Systems Manager

READING, c.£27,000 PLUS CAR

The Thames Region of the National Rivers Authority is the largest of ten units being created to manage the country's rivers and will be at the forefront of environmental improvement. The Region is responsible for over 3,000 miles of river, serving 11 million users and will have a turnover of £50 million. It now seeks a systems-oriented financial manager to manage financial development projects, define user requirements and co-ordinate the delivery of systems solutions.

Reporting to the senior financial manager of the Region, and with two subordinate managers, you will lead some two dozen staff

responsible for systems provision and for projects to establish effective financial functioning as well as for providing the payroll, income and payments services.

A qualified Accountant, you should be experienced as a manager of staff, in co-ordinating systems development activities and in leading projects. The role calls for well-developed problem-solving skills and the ability to communicate effectively of all levels. You can expect to be involved in a wide range of interesting projects establishing and providing financial methods, procedures, and systems for the Region.

Résumés please, including day time telephone number to Robin Alcock, quoting ref: RA581, Coopers & Lybrand Executive Resourcing Limited, Shelley House, 3 Noble Street, London EC2Y 7DD.

Executive Resourcing
Coopers & Lybrand

Progressive International Airline FINANCIAL MANAGER

To £27,000
+ Car
+ Benefits
Crawley, West Sussex

Air Europe, a major force in today's aviation scene and part of the dynamic International Leisure Group, is now pursuing an exciting programme of investment and growth. This involves the expansion of their network of scheduled services from Gatwick to European business and holiday destinations, as well as further diversification of their traditional charter market to the long haul arena.

This growth has now created an opportunity for an ambitious accountant to join Air Europe's headquarters finance team in an important new financial management role.

You will be responsible for the direction and development of a team of approximately 30 staff, including qualified and part qualified accountants, ensuring the production of comprehensive and timely management information, the development of a range of financial systems, and the implementation of effective controls required to monitor overheads, capital expenditure and other trading costs.

The individual sought will be a qualified accountant, likely to be aged 25-32, and able to demonstrate ability, enthusiasm and achievement. You will be required to solve complex problems, manage people and deliver results, whilst working within a high pressure environment.

This high profile appointment offers an ideal platform for career progression within Air Europe and more widely within the International Leisure Group. In addition to a competitive salary and company car there are generous holiday, travel and other benefits.

For a detailed and confidential discussion, contact Paul Goodman or Brian Cognet on 01-387 5400, out of hours 0923 720284 or write to Financial Selection Services, Drayton House, Gordon Street, London WC1H 0AN. Fax 01-388 0857.

air europe

Property Development Finance Director (Designate)

London SW1

to £40,000
+ performance bonus

Our client is a successful private company with significant institutional backing and a growing presence in property development. The growth of the company has reached the point where they wish to strengthen the executive team by the appointment of a Finance Director (Designate).

Reporting to the Managing Director, and participating fully in the business management of the company, the Finance Director (Designate) will have the primary responsibility for the financial analysis and funding management for proposals, acquisitions and disposals.

In addition, he or she will be responsible for the development of the accounting and management information systems required by the business.

Candidates will be qualified and experienced in financial management, as accountants or MBAs with corporate finance experience. Tax planning and joint venture experience in property development projects would be particularly valuable. Entrepreneurial attitudes and proven business ability are essential for success in the role.

Candidates should apply, in strict confidence, to Charles Vallee, giving full details of education and qualifications, career and salary progression quoting reference 5263/FT on both envelope and letter.

**Deloitte
Haskins + Sells**

Management Consultancy Division
PO. Box 198, Hillgate House, 26 Old Bailey, London EC4M 7PL

IT Strategist - Retail

Financial Systems Development

SOUTH: to £37,000 + car

Our client is one of the major high street retail groups with a strategic focus on improving the profit impact of its information systems. Recent re-organisation has created an integrated information technology division with a small strategy team focusing on long-term business needs.

A qualified accountant with a good understanding of the principles of retail accounting is needed to play a leadership role in developing the group's financial reporting systems. The emphasis is on working with senior operational managers on business strategy and translating it into the required IT strategy. You will act as the prime interface to the business managers.

Your background is essentially business oriented, but a good understanding of

information systems and technologies is needed with particular emphasis on proprietary financial packages. Experience of installing a major new financial system, ideally in a project management role, is mandatory. You will need the stature and credibility to influence chief executives, the dynamism to achieve results and the flexibility to adapt to an evolving organisation.

An excellent benefits package and superb prospects for career growth are on offer to the successful candidate. Please write—in confidence—enclosing full career details to David Thackeray, Ref: 96009, MSL International (UK) Ltd, Pilgrim House, 2/6 William Street, Windsor, Berks, SL4 0BA.

MSL International

Director of Finance and Administration

Travel Industry
Surrey

Royal Caribbean Cruise Line is a rapidly expanding, high quality fly/cruise operator. The head office is in Miami, Florida and the principal European office is based at Kingston upon Thames. Recognising the need for a strong finance and accounting function to support the growth of its European operations, the company wishes to appoint a Director of Finance and Administration.

Controlling the day to day activities of the finance and administration departments, you will be expected to

ensure that financial and management information produced is both timely and accurate. An equally important part of your role will be to manage their information systems requirements and, in addition, you will be responsible for administration matters such as personnel, purchasing and office management.

Probably a part or fully qualified accountant you will have a comprehensive background in accounting and financial management—ideally gained within the travel industry. Experience of

integrated computerised reservations systems would be an advantage. Strong communication and organisational skills are vital in this busy and varied role.

Interested applicants should write, enclosing full CV and salary details, and quoting reference MCS/9020 to Susan Ryder, Executive Selection Division, Price Waterhouse Management Consultants, No. 1 London Bridge, London SE1 9QL.

Price Waterhouse



ACCOUNTING MANAGER

Chelmsford, Essex £23-25,000+Car

Our client is a medium sized, progressive and highly successful unit of the leading multi-national Cable and Wireless telecommunications group. Specialising in submarine cable construction, maintenance and associated consultancy services on a worldwide basis, the company is also at the forefront of submarine fibre optic cable system technology, which will form the basis of a global digital highway linking the major business centres of the world.

The position of Accounting Manager is a crucial appointment and the successful applicant will lead a small, professionally dedicated team. Reporting to the Finance Director, wide ranging responsibilities will include control of all financial accounting systems, preparation of periodic financial and annual statutory accounts and involvement in the financial administration

of an offshore joint venture operation. There will also be considerable involvement in the introduction of a new computer system planned for early next year.

Prospects are excellent and the right candidate will be embarking on a progressive career both within the Company and the world-wide operations of the Cable and Wireless Group. Applications are invited from ambitious and capable qualified accountants aged 27-33 years.

In addition to salary and car an excellent benefits package includes pension and share option schemes, generous relocation assistance and private health care.

In complete confidence please write to or telephone Nick Leather who is advising on this position. Evenings or weekends telephone 0428 53708.

ALASTAIR GRAY ASSOCIATES
FINANCIAL RECRUITMENT CONSULTANTS

MANFIELD HOUSE - 376/379 STRAND - LONDON WC2R 0LR - TEL 01 836 9928 - FAX 01 497 2033

GROUP FINANCE DIRECTOR

London
c.£235,000 + car
+ bonus + equity option

This c.£3 m turnover private British group, with a record of profitable growth, utilises traditional craft skills and is an acknowledged international market leader in the design, manufacture and installation of prestigious, speciality building products.

This exciting opportunity will appeal to finance professionals who seek total business involvement and a substantial equity stake. It is a 'hands on' functional role with personal responsibility for all financial aspects including preparing statutory accounts, raising finance, foreign exchange and cash management.

Aged 30-50 and professionally qualified, you have broadly-based financial and management experience, preferably gained in jobbing shop and contracting environments, and proven abilities in acquisition and joint-venture negotiations. Computer literate and self-motivated, you are skilled at influencing corporate strategies by the application of sound commercial acumen. Experience in contract administration and of exporting is desired, and the role will demand international travel, particularly to the Middle East.

To apply, please send your cv, in confidence, to Helen Dawson, Engineering & Process Recruitment, Ref: 3537/MS/FT, PA Consulting Group, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060 ext 2239.

PA Consulting Group

Creating Business Advantage

FINANCE DIRECTOR

S.E. England £35,000 (Neg.) + Bonus + Car

This small manufacturing plc is progressive, successful and has experienced extremely rapid growth. With products of the highest quality it competes at the top end of a competitive market place.

The Finance Director—as a member of the management team—will contribute to the definition and implementation of company objectives and plans, and will be directly responsible not only for its financial management but also for all company secretarial duties.

Applicants will be qualified Accountants with experience in a manufacturing industry, sound commercial awareness and a good knowledge of computer systems. Mature inter-personal skills,

the ability to lead and motivate a small team, enthusiasm, vision and commitment are essential for success.

This is a superb opportunity to contribute to the continuing development of a company where its success and growth will be directly reflected in the challenge and reward of this position.

A salary of circa £35,000 pa—negotiable for the right candidate—is offered plus bonus, share options and fully expensed car. The benefits package is of a high standard and includes relocation assistance.

Please write with full career details, including current salary, to Morag Lloyd, quoting reference L/119/89.

KPMG Peat Marwick McLintock
Executive Selection
Arlan House, Salisbury Road, Leicester LE1 7QS. Telephone (0533) 471122.

FINANCE DIRECTOR DESIGNATE

Mid Sussex

c.£27,500 + Car + Bonus

Prime Contractors Limited is a recent, highly innovative management buyout from the public sector. The company has a strong team managing a range of contractual services including refuse management, grounds maintenance and building maintenance. Already a success story, Prime has an active growth plan.

The company now wishes to appoint a Finance Director Designate who will report directly to the Managing Director. Specific responsibilities will include:

- Implementing an accounting and management reporting system
- Budgetary control and forecasting

- Working capital management
- Monthly financial reporting
- Investigation into new ventures/contract opportunities

Applicants must be Chartered Accountants with at least 2 years' p.q.e. in a small/medium sized company. They must also have a working knowledge of networked PC based systems and a positive attitude to hard work.

Please write enclosing a full CV to Gordon Hurst ACF, at The Capita Group Plc., Park Gate, 21 Tothill Street, London SW1E 9LL.

CAPITA GROUP Plc

SAVINGS SERVICES MANAGER

c.£22,000 + car + benefits

The financial services industry is now one of the most animated areas for personal and career development and the National & Provincial is one of the prominent names in this new era of competition and commercial enterprise. We are rapidly departing from traditional roots to create an advanced and vibrant organisation which can continue to set exacting standards.

As Savings Services Manager you will be the predominant figure in the supervision and development of savings administration, procedures and services including the growth area of Money Transmission Services. Whilst providing technical guidance on improving investment services and product enhancements, one of the main responsibilities will be the development and interface with APACS and BACS clearing systems, to meet stringent specifications. The role of technology is included within your brief and you will be the main user interface with our IT Division to exploit the benefits of computerised systems to the best advantage of the Society.

Reporting to a member of Senior Management within our Savings Division you will have overall responsibility through a small dedicated team for a large department and will require an ability to advise and communicate at all levels. A working knowledge of Building Society/Banking Law and Practice with an emphasis on investments is an essential prerequisite for the job. In addition you must have an awareness of movements within the financial services industry and be prepared to plan ahead to meet change head on. You may already be involved in the banking or building society field.

The attractive benefits package includes a competitive salary, an immediate concessionary rate mortgage, BUPA, an optional contributory pension scheme, bonus and relocation where appropriate.

Please write with full details to Dean Marston, Recruitment Manager, National & Provincial Building Society, Provincial House, Bedford BD1 1NL. Tel: 0274 733444.

The Society is an Equal Opportunities Employer

MAKE A BEE-LINE FOR N&P!



NATIONAL & PROVINCIAL BUILDING SOCIETY

Group Financial Director



c.£50,000+
excellent benefits

London

Dialatron Group plc is rapidly establishing itself as a leader in the telephone products sector - based on modern, innovative design and the latest technological advances. With an entrepreneurial management team and financial backing from leading City investors, the Group is facing an exciting future.

As Group Finance Director, you will play a major role in shaping the future of the business. Key responsibilities will include reviewing and controlling the finance function, developing the sophisticated computer systems and providing financial information for strategic decisions.

You will be a Chartered Accountant, in your late thirties or early forties with strong financial skills possibly gained within the consumer or professional electronics sector.

You must have the maturity and presence to make a positive contribution in this demanding environment.

The excellent remuneration package will include the opportunity to participate in share options. Sufficient flexibility exists to reward the outstanding candidate.

Please send full personal and career details in confidence to Alison Hawley, quoting reference 5238/FT on both envelope and letter.

Deloitte Haskins+Sells

Management Consultancy Division
P.O. Box 198, Hillgate House, 26 Old Bailey, London EC4M 7PL

FINANCE DIRECTOR

North West

This is an outstanding opportunity to play a leading part in the strategic development of a major consumer products organisation. With a turnover approaching £200m, the company is a market leader poised for further growth, organically and by acquisition.

As a member of the board and strategic planning group, the Finance Director will have a strong commercial input to business development plans, enhance the provision of management information to focus on business opportunities and play a key role in acquisitions.

£35k + package, car, benefits

Candidates should be chartered accountants, mid thirties, with proven management experience at board level, preferably in a consumer products, multi outlet environment. You must be able to plan, implement and exploit business opportunities.

There is a very attractive remuneration package, assistance with relocation where appropriate and good prospects for advancement.

Please write with career and salary details to Peter Evans, ref: 908.



Peat Marwick McLintock
Executive Selection and Search
7 Tlb Lane, Manchester M2 6DS

HEAD OF AUDIT

Major Financial Services Group
to £45,000 + subsidised mortgage + car

A subsidiary of one of the world's premier banking groups, our client is one of the City of London's leading financial institutions. Providing a full range of investment banking services, the company is highly regarded and is committed to further development.

In a new role, the successful applicant will establish the audit function and its strategy and plan, guide and review the work of a small team. In a position which requires continual exposure to senior management, he or she will be responsible for ensuring the maintenance of operational control across the company's business groups, with particular emphasis upon securities. The workload will be varied and will involve a range of analytical projects including risk management strategy and new product review.

In their early 30s, applicants should be graduate Chartered Accountants with management experience gained in either a leading professional firm or commerce. Experience of the securities industry would clearly be advantageous.

Please write, enclosing a career/salary history and daytime telephone number, to David Hogg FCA quoting reference H/838/F.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT

Finance Director

Manchester

c£28,000 + Car + Bonus

Our clients are a market orientated manufacturing subsidiary of a major UK Plc. Operating on an autonomous basis, they are engaged in the manufacture of consumer packaging for major retailing organisations, with a turnover in excess of £20 million.

Internal promotion has created the need for a Finance Director to assume responsibility for all financial control and management systems, with particular emphasis on the establishment of effective inventory control systems and the development of pricing policy. As a key member of the executive team, you will be required to work closely with the Managing Director

in the areas of business development and strategic planning. Candidates, aged 30+, should be qualified accountants who can demonstrate a track record of success in a manufacturing environment. A high degree of commercial awareness, together with strong management ability and well developed communicative skills, are prerequisites.

Interested applicants should forward their CV to Iain Blair ACMA, quoting reference 4459, at Michael Page Finance, Executive Division, Clarendon House, 81 Mosley Street, Manchester M2 3LQ.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Group Accountant

A full Commercial Role for a true Professional

North Yorkshire

c £28,000 + Car

Six operating companies, four large freehold sites, turnover £5m, our client is a growing group engaged in storage, packaging and distribution using road, rail and water.

Reporting to the Group Managing Director your role will be wide ranging, encompassing financial and management accounting and the discharge of company secretarial duties. The main thrust however will be development and introduction of financial and management information systems.

A qualified accountant, with substantial commercial experience preferably gained in a service industry, which will enable you to contribute substantially to the general management of the group.

The salary and benefits package reflect the importance of this position and comprise a high basic salary, profit related bonus, PHI, contributory pension and where appropriate assistance with relocation.

Please write - In confidence - to Andrew Harley, quoting ref: 91022.

MSL International

MSL International (UK) Limited,
Ebor Court, Westgate, Leeds, LS1 4ND.

Offices in Europe, the Americas, Australasia and Asia Pacific.

MANAGER UK TAX

S.W. LONDON

c.£35,000 + Bonus + Car

Our client, a major international computer company, requires a young and ambitious tax specialist to assume responsibility for all the U.K. tax affairs of the Group.

Ideal applicants will be in their late twenties or early thirties, with a proven record in top level corporate tax. The preference is for an Honours Graduate with a recognised accountancy and/or taxation qualification.

The job holder will report to the Manager, Worldwide Tax and become progressively involved in the sphere of international taxation. Good communicative and general interpersonal skills are essential, including the capacity to interpret technical matters and taxation strategies for other senior managers who are non-specialists. There will also be liaison with various external tax advisors, the Inland Revenue and VAT Officials. Career prospects are excellent.

Other benefits include 25 days annual holiday and private medical insurance.

For further particulars please contact GABRIEL DUFFY or JANE BARCLAY, ACIS on (01) 831 2288 (Evenings and weekends phone (0273) 733797 or (01) 202 7478. Alternatively write to GABRIEL DUFFY CONSULTANCY, 31 SOUTHAMPTON ROW, LONDON, WC1B 5BJ.

Gabriel Duffy Consultancy

Gabriel Duffy Consultancy

Financial Controller

Lucas Automotive

South Wales

A technology leader in world-wide markets, Lucas Automotive Heavy Duty Braking Systems continues its drive for full international competitiveness via acquisition, organic growth and recent re-organisation and offers this exciting new opportunity for a bright, ambitious Financial Manager.

Reporting to the General Manager of the off-highway braking systems business employing over 150 people, the Controller will be totally responsible for financial and management accounting functions, investment, acquisition and the development of business systems. If you are qualified, capable of developing beyond a

purely financial role and can contribute to the development of autonomous business plans and systems in a progressive management team environment, send your career/salary history in confidence to John Wanklin, Managing Director, Simpson Crowden Consultants Limited, Warwick House, 14 St. Paul's Square, Birmingham, B3 1RB, quoting ref. no. 82/307.

In return the Company can offer excellent growth prospects plus an attractive compensation package, substantial base salary, car and relocation package as appropriate.

Simpson Crowden
CONSULTANTS

Financial Controller

Up to £25,000+car etc

Midlands

for a leading specialist design and management contractor, part of a £2 multi-million European construction group, which is growing rapidly to meet the needs of the market, and whose turnover is set to more than double by 1992.

As part of the management team, reporting to the Managing Director, the main thrust of this key appointment is to develop and operate financial, management and cost accounting systems to meet present and future needs of the business and to provide commercial advice to ensure profitable growth.

The requirement is for a qualified CA, ACA or ACMA with good micro computer experience, preferably gained

at a senior level in a medium size contracting or project management environment. Company secretarial experience is desirable as is a knowledge of contract law. Ambition and breadth of vision could open prospects within the group.

Age: 30-35.
Salary: Up to £25,000 plus car, attractive benefits and relocation package.

Please write in complete confidence to Ken Paterson as adviser to the group:
Arthur Young, Corporate Resourcing,
17 Abercromby Place, Edinburgh EH3 6LJ.



Arthur Young Corporate Resourcing

A MEMBER OF ARTHUR YOUNG INTERNATIONAL

Jonathan Wren Accountancy

GROUP ACCOUNTANT
- BROMLEY

£32,000 + Car

Due to internal promotion, our client, a well known service sector multinational, requires a Qualified Accountant (under 45) to head-up its finance function. This broad-based role involves responsibility for both accounting and administrative functions whilst prospects are excellent within the group. Ref: 1690.

FINANCIAL ACCOUNTANT
- CITY/WEST END

£30,000 + Car

Our client, a blue chip petro-chemical organisation seek to recruit a young (under 40) qualified accountant to work in their City Headquarters. Reporting to the Group Financial Controller and heading up a team of five, you will be involved in major projects and ad hoc investigations. Applicants with good systems experience preferred. Ref: 1581.

FINANCIAL CONTROLLER
- CHESSINGTON

£30,000 + Car

Our client, a multinational equipment manufacturing company seeks an ambitious Qualified Accountant (under 50). Reporting to the Group Finance Director and controlling a staff of fourteen, you will have overall responsibility for the Accounts Department. Management skills gained within a manufacturing environment would be an advantage. Ref: 1611.

MANAGEMENT ACCOUNTANT
- CITY

c£30,000

This multinational electronics manufacturing organisation requires a career orientated qualified accountant to take up a senior managerial role in the City. Heading up a team of eight you will make an input into both management and financial accounting projects and systems work. This is a high profile position and would suit an ambitious career minded individual.

For further details contact Hazel Price on 01-489 8824.

Jonathan Wren Accountancy

Recruitment Consultants
First Floor, 11 Ludgate Circus, London EC4M 7LQ. Tel: 01-489 8824 Fax: 01-489 5986

صكرا من الاصل

CORPORATE FINANCE

US Investment Bank

c.£30,000 + Benefits
Expanding mergers and acquisitions team with a high profile worldwide requires a number of ACAs immediately. You will be largely involved on North American/European cross-border transactions and travel to the States is likely. You will have a good academic track record, at least one year's post-qualified experience and a strong City presence.

UK Merchant Bank

From £27,000 + Car + Benefits
Several recently qualified ACAs and corporate financiers with up to two years' experience are urgently sought by this highly-respected UK merchant bank. Exposure to the full spectrum of corporate finance activities is guaranteed due to its growing reputation and lengthening client list. Applicants must have strong academic credentials and a desire to succeed.

UK Stockbroker

From £26,500 + Benefits
Excellent opportunities exist for two ACAs and two experienced corporate financiers to join one of the UK's leading stockbrokers. The excellent volume of transactions will strengthen your technical knowledge and give you early client responsibility. You will have excellent academics, a proven commercial outlook, and be seeking a young, lively organisation.

For further details of these and other positions in Corporate Finance, please contact Katherine Seymour on 01-583 0873 (day) or 01-769 0622 (evenings and weekends), 16-18 New Bridge Street, London EC4V 6AU.

FINANCIAL SERVICES

Financial Analysts

£27,500 + Banking Benefits
An ideal opportunity exists to gain overall experience of the world's financial markets with this major UK merchant bank. Ambitious, career minded newly qualified ACAs are required to become involved in its continuing world-wide expansion, looking at the bank's own internal acquisitions, financial planning and carrying out special projects. Excellent interpersonal skills a prerequisite. Age 24-28.

Group Financial Controller

To £30,000 + Car
Due to continuing expansion, our client, a leader in the field of corporate finance, has an excellent opportunity for a qualified ACA. Alongside exposure to mergers and acquisitions you will co-ordinate and control the group's finance function. You should have two years post-qualification experience, and be able to take advantage of the opportunities for career advancement in group companies. Age 27-30.

Systems Analysts

£25,000 + Mortgage Subsidy + Bonus
Progressive financial organisation urgently seeks qualified accountants to strengthen its financial systems across the group. You will bridge the gap between business and technology, helping managers develop precise solutions to complex business problems. Alongside the desire to match your ambition with success you should possess good systems experience. Age 24-28.

For further details of these and other positions in Financial Services, please contact Marc Eschbacher on 01-583 0873 (day) or 01-583 1758 (evenings and weekends), 16-18 New Bridge Street, London EC4V 6AU.

COMMERCE & INDUSTRY

Business Analyst

c.£26,000 + Bonus
If you require variety and challenge, we have the perfect opportunity. This major blue chip company is recruiting an analyst for its corporate finance division to review the performance of group companies, produce briefing documents, and comment on results. With a strong analytical background and an ambitious personality, you will be aged 25 to 30.

Group Accountant

To £28,000 + Car
Are you seeking a mixed head office role in a fast-moving commercial environment? Alongside regular reporting you will be involved in ad hoc projects including acquisitions and MIS work with this highly respected pharmaceuticals company. The successful candidate will be a Chartered Accountant with big company exposure. Prospects are excellent throughout the group.

Media - FD Designate

To £30,000
Due to increasing growth, our client, a communications agency with a well established client base now requires an experienced accountant. You will set up all accounting controls, and provide the financial input into the board's decision-making process. With excellent commercial skills, you should soon progress to full Finance Director. Age 26-30.

For further details of these and other positions in Commerce & Industry, please contact Joyce Smith on 01-583 0873 (day) or 01-583 1758 (evenings and weekends), 16-18 New Bridge Street, London EC4V 6AU.

BADENOCH & CLARK
recruitment specialists

Financial/Commercial Director
West Midlands

Layland Joinery Limited, a member of the International RTZ Piller Group, manufactures a unique package of joinery products for today's building industry with production facilities in the North West, the Midlands and South Wales.

A career opportunity has arisen for a high calibre, qualified Accountant probably aged over 30, with relevant industrial experience, to assume responsibility for all financial and commercial matters, thus contributing to the profitability and progress of the company.

The person appointed will have control of all financial and reporting procedures including computer systems development, management information, costing and estimating and will be expected to make a major contribution towards the assessment and implementation of strategic objectives.

This is a board appointment and remuneration will be very attractive and incorporate profit sharing. Benefits include company car, medical cover and membership of the RTZ Contributory Pension Scheme.



Please apply giving details of qualifications and experience to:- A A Wright, Personnel Manager, Piller Building Products Limited, Piller House, 113/115 Bath Road, Cheltenham, Glos GL53 7LS.

A WELL KNOWN NAME OFFERING MORE THAN A FEW SURPRISES

Chief Financial Accountant
Cheshire package to £28,000+car+profit share

When an organisation is moving as fast as we are, it takes time for people to catch up with today's British Gas.

Are you aware British Gas North Western is the largest Region of British Gas plc, with over 2.2 million customers spread over an area stretching from Cheshire to the Lake District? Furthermore, we have a turnover approaching £1 billion and some 9,500 employees on our payroll. These are the hallmarks of a fast-moving and commercially driven business and as a result we are now recruiting a new generation of qualified professionals to drive our business into the 1990s.

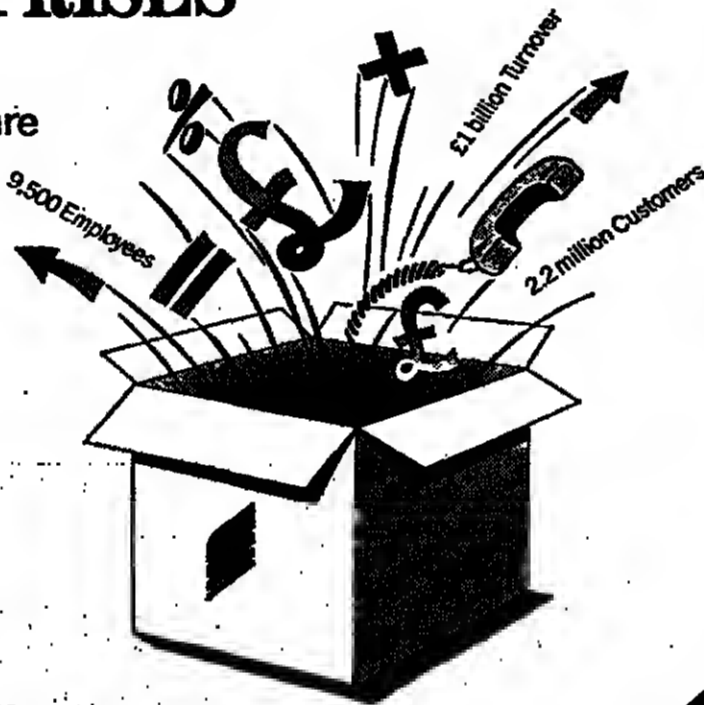
As one of 3 senior posts reporting to the Chief Accountant, you will contribute to the development of business and financial strategy for the Region. You will play a significant leadership role in an area of responsibility covering diverse financial operations, encompassing financial accounting, taxation, payroll, insurance, purchase ledger, cash management and a total staff of 150.

To succeed in this dynamic environment you will need a keen business awareness and a high level of interpersonal and management skills already proven within a large organisation. A full professional accountancy qualification must be supported by substantial practical experience across the whole field of financial management.

This position calls for effective interpersonal skills necessary to promote a high profile image. Career prospects are excellent for the person who can show potential and can contribute to the success of British Gas.

Please apply in confidence with full CV to: The Regional Director of Personnel, (Ref H741/FT), British Gas North Western, Welman House, Goff Road, Altrincham, Cheshire WA15 8AE. For further details about this position telephone Alan Hughes, Chief Accountant on 061-928 6311. Closing date for receipt of applications is Friday 14th July 1989.

An equal opportunity employer



British Gas
North Western

Company Accountant

North East London
£25,000 To £30,000,
Benefits Package
Including Car

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD, WINDSOR
A Member of Blue Arrow plc

Part of an expanding Group, this £20m turnover company is in an exciting growth phase following major investment in key areas of the business.

The company, under the control of a dynamic and highly motivated management team, has established itself as a market leader with an exceptional profit record.

Selling a wide range of its own branded electro-mechanical products through a nationwide dealer network the company also exports worldwide.

Reporting to the Financial Controller, but having direct links with the Group Chief Executive, the person appointed will assume responsibility for the management of the financial function. Particular emphasis will be placed on further computerisation and the development of the management information and reporting systems.

Ideal candidates will be qualified accountants, in their thirties, experienced within the retail, distribution, or manufacturing sectors and able to demonstrate a successful track record in the implementation and development of computerised systems.

Salary will be commensurate with experience to date.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to, J.K. McCallan, Hoggett Bowers plc, 1/2 Hasover Street, LONDON, W1K 3WB, 01-734 6852, Fax: 01-734 3736, quoting Ref: B24008/FT.

OPERATIONS ACCOUNTING MANAGER

Large Scale Operational Accounting function responsibilities, plus all the benefits of a South Coast location
Salary up to £30K plus excellent benefits

Our client is a highly regarded and dynamic financial services organisation with a reputation for bringing innovation and flair to a highly competitive marketplace.

A recent re-organisation has created an opportunity for a qualified accountant to take responsibility for a number of operational areas within the finance division. Our client is seeking someone who will make a significant contribution to the division's support of maintenance system developments and local PC applications. This is in addition to the line management responsibility for around 50 staff, for which highly developed team-management and interpersonal skills are essential.

The successful candidate will be a high calibre, qualified

accountant who is most likely to be aged 30+. He or she will have gained experience in a large organisation and have the personality and commitment to manage and take responsibility for an extremely busy operation.

In addition to the salary quoted there is an excellent benefits package which includes a company car, mortgage subsidy and generous assistance with relocation expenses to one of the company's most attractive areas.

In the first instance, send your C.V. to Andrew Perchal, Harrison Cowley Recruitment, 22/26 Commercial Road, Southampton, SO1 0GE, (0703) 226361.

HARRISON COWLEY RECRUITMENT
THE REGIONAL NETWORK OF SAATCHI & SAATCHI PLC



FINANCIAL CONTROLLERSHIP
For an ambitious and recently qualified Accountant

Surrey **C £28,000 + Car**

Our client, a highly acquisitive and dynamic communications company with a turnover exceeding £70 million, seek to appoint a new Financial Controller. The company is a major autonomous subsidiary of a diverse and much respected UK plc.

Reporting to the Finance Director, you will be responsible for the overall accounting function including staff management, timely production of financial and management accounting information and in-depth financial analysis. You will be actively involved in the enhancement of existing control systems and ad hoc projects. You will play a significant part in their continued

expansion plans to be achieved by organic growth and future acquisitions, within the UK and Europe.

To meet the challenge of this exciting opportunity, you must be a qualified Accountant, aged 26-30 with a proven commercial background and possess sound business acumen. Knowledge of a European language would be helpful as some travel to overseas operations is envisaged.

To apply, please contact Caroline Myzak at Antony Dunlop Ltd, 18 Jemyn Street, London SW1Y 6HP. Telephone: 01-439 6171. Curriculum Vitae may be sent by post or fax on 01-734 4571. Or call 01-385 4434 outside working hours.

LONDON AND AUCKLAND

Financial Director
Thames Valley around £50,000 + bonus + car

As the result of continuing expansion both by internal growth and by acquisition, our clients, one of the principal divisions (t/o £250m) of a major UK based international group, have created the role of Financial Director. Working closely with the Managing Director and assisted by a qualified staff, the successful candidate will play a major role in the division's planned expansion including development into continental Europe. He/she will have particular responsibility for the evaluation of potential acquisitions, the review of capital projects and the day to day responsibility for all aspects of financial control. Applicants will probably be Chartered Accountants, aged 32-37, who have already worked in a similar environment and possess the necessary entrepreneurial skills to succeed in a fast moving organisation. There are exceptional opportunities within the group for career progression. Ref: 2116/FT. Write or telephone for an application form or send full details (with daytime telephone number and current salary) to R.P. Carpenter, FCA, FCMA, AGIS, 2-5 Old Bond Street, London W1X 3TB. Tel: 01-493 0156 (24 hours).

Phillips & Carpenter
Selection Consultants

RECENTLY QUALIFIED ACCOUNTANT?
We'll help you get your career off-the-ground

Quality and service are the key to the success of British Airways.

We offer you the opportunity to join in the success of a dynamic, worldwide business - a leader in its field.

Within Engineering, the Materials Management & Component Overhaul Business Centre, with an annual budget in excess of £100m, is a technically advanced support unit which focuses on providing a first-class service to our customers.

Managing technical parts inventories and workshop facilities, we help keep our aircraft in the air by ensuring the right component is available at the right time. A complex and fast moving responsibility demanding sophisticated financial and materials control techniques.

Join us and you will assist in developing our service, making use of recently introduced MRP techniques and aiding our move towards a comprehensive JIT environment.

As one of our Heathrow based management team, you will liaise with line managers to evaluate

projects and initiate/monitor performance measurements. As well as provide cost information and inventory advice, and assist in the business decision making processes.

To succeed, you'll need to be an articulate and self-motivated Accountant. Someone with the innovative ideas (but not necessarily the experience) to develop modern financial reporting control techniques and information processes for one of the most demanding environments our industry can offer.

How many young and recently qualified accountants could hope for a better opportunity than that?

The rewards include a competitive salary, profit sharing, holiday travel opportunities - and excellent prospects within the major British Airways Group.

Ready to get your career off-the-ground?

Then please write with a full cv, including current salary details, to: Selection & Assessment, Ref: RJ/1662, British Airways Plc, "Meadowbank", PO Box 59, Hounslow TW5 9QX.

Closing date for applications 21st July, 1989.



Senior Financial Manager

Banking

Bristol c£30,000 + Car + Relocation + Bank Benefits

Our client is one of the leading names in financial services and is currently in the process of relocating part of its head office to the City of Bristol.

As a result of this move, a need has arisen for a senior financial manager to step into an influential role within the Financial Control Department. The role has responsibility for the development of financial data for the annual business plan and budget and for ongoing re-forecasting within the Personal Banking sector. It also involves monthly monitoring of actual performance against budget and the development of computerised decision support systems.

The reporting lines include significant involvement at senior line management level. There is also responsibility for a small team with a variety of skills and expertise and will have wider

responsibilities for ad hoc project work, including new product launches. Preferably, a graduate, the successful candidate will be an experienced, qualified accountant who has developed in a high quality environment where he/she will have gained exposure to all aspects of commercial accountancy. The candidate will also need to have a high level of commitment, be a strong self starter and have excellent communication skills in order to take full control of this key position. In return the organisation offers not only a variety of options for career development but also a competitive salary package including car, banking benefits, and full relocation. Suitably qualified candidates should write in the first instance to John Keefe at Michael Page Finance, 29 St. Augustine's Parade, Bristol BS1 4UL. Tel: (0272) 276509.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide



Finance/Deputy Managing Director

London NW1

c£45,000 + Benefits

Broadsystem Limited is Britain's largest independent premium telephone information and entertainment provider, offering sports, financial and entertainment services. Broadsystem received early recognition as runner-up in the 1986 Sunday Times Arthur Andersen venture-backed company award and has since continued to develop rapidly. Broadsystem is extremely well-positioned to take full advantage of a number of exciting growth opportunities and seeks to strengthen the business through the appointment of a Finance/Deputy Managing Director. Reporting to the Chief Executive you will have responsibility for the finance function including the development of financial policy and procedures. In addition you will be required to implement a more sophisticated management structure as the company grows whilst maintaining

a flexible approach to the needs of the market and a 'small company' environment. The successful candidate is likely to be a qualified accountant or an MBA, aged 33/40 with an excellent track record of achievement. A sound knowledge of computerised accounting systems together with a high level of interpersonal skills will be necessary to make an effective contribution to the profitable development of the company. The remuneration package includes an attractive salary, appropriate company car and the opportunity for equity participation. Please write enclosing full career and salary details to Stephen K. Barlow, ACMA at Michael Page Finance, 29-41 Parker Street, London WC2B 5LH, alternatively, telephone: 01-831 2000.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Reporting to the Board - Consumer Advertising

Financial Controller

Knightsbridge

c.£30,000 + bonus & car

This medium size consumer advertising agency is highly successful with an outstanding reputation for creative campaigns on behalf of major commercial and public clients. Employees total around 65 people.

The Financial Controller, reporting to the Deputy Managing Director, has overall responsibility for all accounting, financial and administrative matters. This broad autonomous role calls for strategic commercial advice, good staff management (4-5 people), a disciplined approach to production of statutory accounts and creation of computerised management information for the Board.

You will be a graduate-calibre, qualified accountant, probably under 30, and looking for your second job in commerce (alternatively an experienced audit manager with commercial acumen). You bring maturity, an organised hands-on approach, toughness and a willingness to accept responsibility. Advancement prospects are excellent, in line with the Company's diverse growth plans.

The competitive remuneration package includes car, pension and profit related bonus (not guaranteed but anticipated to be 8-10%).

Please write in confidence, giving full career and salary details, quoting reference 1590, to Barbara Robertson, or call her on 01-583 3303.
BDO Binder Hamlyn Management Consultants
8 St. Bride Street, London EC4A 4DA



Financial Planning and Analysis Manager

MANCHESTER, £30,000 + BONUS + CAR

The UK sales and marketing company of a major computer manufacturer comprises a number of business units that focus on key industry sectors. Two of these are now being merged to form a major commercial entity with turnover in excess of \$150 million and some 650 staff.

The restructuring has created the need for a senior manager to provide a financial planning and accounting service to the unit. Responsible for a small team, you will have a wide role that encompasses both the preparation of financial plans, budgets and forecasts and the reporting and

monitoring of financial results and trends. In particular, you will be expected to ensure that the accounting systems and processes are developed to the highest professional standards and to meet the changing needs of the business. A priority will be the successful integration of the finance functions of the two business units.

This is an excellent opportunity for an ambitious graduate accountant to join a substantial multinational organisation where management development and progression are given high priority. You will be in your late 20s or early 30s, with several years post qualification

experience gained in a senior financial role in commerce or industry. Please include a daytime telephone number and an indication of present salary to Peter Jones, Cooper & Lybrand Executive Resourcing Limited, Abacus Court, 6 Westhill Street, Manchester, M1 3ED, quoting reference P75.

Executive Resourcing **Coopers & Lybrand**

REED... accountancy

EC2 £30,000

Finance Manager
Pro-active, highly individual position involving high degree of analysis and special project work. Reporting directly to UK Chief Executive of financial institution. Ref 98124

For further details contact:
The Manager, Reed Accountancy,
47 Brompton Road, Knightsbridge
01-584 6677 Fax 01-823 9430

BROMLEY £30,000

Finance Controller
Major leasing company seeks dynamic accountant with market awareness to handle high level acquisitions, treasury management, leasing and financing projects. Ref 61255A1

For further details contact:
The Manager, Reed Accountancy,
28 High Street, Bromley 01-290 6688
Fax 01-464 6696

Phone or send your CV to the appropriate manager, or request an application form. Out of office hours, call 01-770 7780 or 0483 740401. Reed actively promotes Equal Opportunities.

Financial Controller

Northern Home Counties to £30,000 + Executive Car

The company is primarily a marketing and distribution operation and has experienced a healthy rate of expansion in recent years with plans developed which will ensure that this continues.

As an organisation they value quality and style and this is reflected in the calibre of staff which they attract.

Currently they require a qualified accountant who will take control of all financial matters with an emphasis on reviewing and improving the standard of management reporting.

They are looking for someone who will make a positive contribution and can demonstrate an innovative approach, management expertise, computer literacy and, of course, technical competence. Candidates, probably aged 30/40, can look forward to working in a challenging environment.

To apply in the strictest confidence, please telephone or write quoting Reference 015 to 160 New Bond Street, London W1Y 0HR, Tel: 01-489 7761.

Finance Director

c£55,000 + share options + benefits East Midlands

A rare opportunity for a first class finance professional to achieve a major career success with a fast-growing British public company focusing on the motor industry.

THE COMPANY
 ◇ Highly regarded business with a turnover exceeding £200 million.
 ◇ Planning to accelerate growth.
 ◇ Requires excellent financial direction to maximise the future business performance and profitability.

THE POSITION
 ◇ Responsible to Managing Director for financial strategy, external financial relationships, corporate finance, controllership, treasury and secretarial functions.
 ◇ Full participation in overall business strategy.
 ◇ Design and implement effective financial policies, budgeting, planning and reporting.

QUALIFICATIONS
 ◇ Chartered Accountant, aged 33-40, with successful track record of financial management.
 ◇ Strong controllership and computer-based systems experience.
 ◇ Ability and experience to communicate with the City on all corporate and financial matters.
 ◇ Good personal presence, leadership qualities and effective communication skills.
 ◇ Ability to demonstrate commercial acumen and the credibility to gain the support of colleagues in implementing change.

THE REWARDS
 ◇ Attractive base salary, share options and executive benefits including fully expensed prestige car.

Please reply in writing, enclosing full cv, Reference H9913, 54 Jermynt Street, London SW1Y 6LX.



The Guernsey Press Company Limited

MANAGEMENT ACCOUNTANT
Guernsey £20,000-£25,000 + Benefits

A diversified printing/publishing company, the Guernsey Press Company Limited is a well established Guernsey based company who are owners/publishers of the island's daily newspaper. They are currently seeking a high calibre person to join the senior management team.

The successful applicant will be innovative, dynamic and have sound commercial experience. Along with the attractive salary there is a comprehensive benefits package including relocation assistance. Why not take advantage of the low tax rates and high quality of life on Guernsey. The appointment will be a 5 year contract unless an applicant has local residential qualifications.

FINANCIAL ACCOUNTANT
NW1 £24,000-£30,000 + Benefits

Our clients, a newly formed subsidiary of a U.S. company providing TV programmes to cable & satellite stations are poised for rapid expansion.

Central to these plans is the need to recruit a self-motivated Qualified Accountant with a shirt-sleeves approach. Spreadsheet experience is essential. The role is very much hands-on and involves overseeing the accounts department, compiling monthly reports and operating to tight deadlines. The prospects are excellent. Ref: LG/71

CONFIDENTIAL

FINANCIAL CONTROLLER
Essex c£27,500 + Car + Benefits

Our client is an electronics subsidiary of a multinational corporation who for over 40 years has been at the forefront of technology. Boasting a diverse client base that includes Government, Public Authority, private enterprise and industry, this dynamically led manufacturing company is poised for further expansion.

In accordance with this, a senior Financial Controller is sought to provide quality financial advice in appraising new business objectives. Reporting directly to the Manager of Operations you will become involved in a wide range of business activities that are set to excite the commercially minded...

If you are a qualified accountant with a "blue-chip" background and a talent for communicating ideas and information, this challenging opportunity could be yours.

FINANCIAL CONTROLLER - MUSIC INDUSTRY
SE1 £30,000

This well known, rapidly expanding music and record company with a turnover of £20 million is looking to replace the current financial controller. Involved in all aspects of the music industry from the writing of popular songs to the manufacture and marketing of the discs, this company is looking to expand its operations into France and the USA. Reporting to the Managing Director and the Chairman, the Financial Controller would be responsible for the preparation of all statutory accounts and the general management and administration of the accounting department. Flexibility, flair and the desire to be involved in acquisition work and financing is essential. Ref: KW/FF

self-serve **ACCOUNTANT**
£17,000-£20,000 + BENEFITS **NORTH SURREY**

Self-Serve Hygiene, market leaders in the hygiene supplies business, are looking for an Accountant.

The successful applicant will be able to fit in with a team, work independently and make their own decisions. The position would suit a recently qualified person or someone with relevant experience.

Working closely with the Company Secretary they will supervise a small team in the production of financial and management accounts and will control financial records for the group.

If you want to join a thriving concern with an exciting future, we want to hear from you!

20 **Accountancy Personnel**
 Placing Accountants First

Hays
 ANS PERSONNEL SERVICES LIMITED COMPANY

Financial Controller

London

£30,000 - £35,000 + car + profit related bonus

A highly successful distributor of electric consumer products, our client is currently experiencing record growth. Its customers are blue chip retailers both in the UK and in other European countries.

A dynamic Financial Controller is sought to keep pace with the increased level of business. Prime responsibilities will be for running the accounts department and for advising the directors on specific financial issues.

Candidates should be qualified accountants aged 28 to 38 with knowledge of international trade. Computer literacy

and strong management skills are also essential. Desirable personal characteristics are an assertive but flexible personality, strong negotiating skills and a "hands-on" approach to finance.

The role offers good prospects for career progression. As well as a salary of £30,000 to £35,000, the successful candidate will receive a profit related bonus and a company car.

Please write in confidence, enclosing full career details, quoting ref: SHA 1339 to Kelly Iriondo at the address below.



Stoy Hayward Associates

MANAGEMENT CONSULTANTS, EXECUTIVE SELECTION DIVISION, 8 BAKER STREET, LONDON W1M 1DA
FAX No: 01-487 3686

Appointments

Advertising

For further information

call 01-873 3000

Deirdre McCarthy ext 4177

Paul Maraviglia ext 4676

Elizabeth Rowan ext 3456

Patrick Williams ext 3694

Candice Raymond ext 3351

Enter the expanding world of leasing

IBM United Kingdom Financial Services Limited is a wholly owned subsidiary of IBM UK Holdings Limited, established in 1983 to provide a flexible finance service to IBM customers.

To help us sustain our continuing rapid growth and manage our substantial and increasingly complex portfolio, we are now seeking the following high calibre individuals.

Leasing Consultants

Portsmouth

Working at our North Harbour Headquarters and liaising with colleagues from our European Headquarters, Marketing Groups and Parent Company you will gain valuable expertise in every aspect of leasing including development of offerings, pricing, accounting and all related administration processes.

An ambitious, recently qualified accountant or a graduate intending to take an accounting qualification, you will need to combine sound technical understanding with strong communication skills. Previous experience within the leasing industry would, of course, be an advantage but is not essential.

Ref: FSL 1

Lease Marketing Consultants

Midlands and North

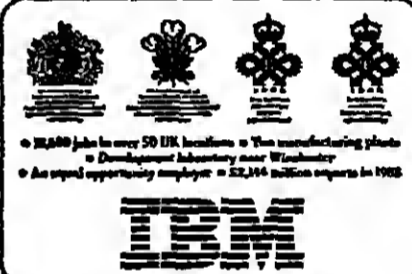
Working closely with IBM account teams and visiting customers directly to determine their financial needs, you will be involved with the development, marketing and sale of leasing packages to meet those needs. This is clearly an excellent opportunity for qualified accountants, to apply their financial talents to a variety of situations, while at the same time developing new skills in general commerce.

Ref: FSL 2

In both cases, you will receive a competitive salary and benefits package and be able to take advantage of the rapid and diverse career development available throughout IBM.

Please write with full career details, quoting the appropriate reference, to Jane Miller, Central Recruitment, IBM United Kingdom Limited, Alencon House, Alencon Link, Basingstoke, Hampshire RG21 1EJ. Tel: Basingstoke (0256) 56144.

"I think, therefore IBM."



Head of Accounting & Finance

Reading

c. £50,000

Our client, the profitable and autonomous subsidiary of a major bank, is one of the fastest growing financial services companies in Europe. With 100 employees and offices nationwide, it provides working capital for companies. It is already poised to double its client turnover of £500 million this year, and has an ambitious but clearly credible management philosophy which intends to increase turnover and profits at least five times in five years.

With a compact staff of 10, this job would have many faces: chiefly, Financial Controller, Company Secretary and Treasurer. The emphasis is on discipline - maintaining tight and detailed Budgetary Control while able to produce management information effectively for an aggressive Chief Executive.

The ideal candidate will be a graduate CA aged under 40, with experience of the ebullient financial services sector, a beady eye for detail, and a boyish enthusiasm for profit and growth. To such a one we would want to talk about a directorship, share options and even general management. Send a full CV to Mrs Indira Brown, Berndtson International Ltd., 6 Westminster Palace Gardens, Artillery Row, London SW1P 1RL. Telephone: 01-222 5555.

FINANCE DIRECTOR

RETAIL

Central London

Aged 30-40

£40,000 + Car

Our client is a newly formed organisation within the retail sector with a major expansion and development programme.

To help create and then head up the finance department, there is an immediate need for a Finance Director to join the management team.

The role will focus on liaison with City institutions and banks, and the development of management information systems.

The ideal candidate will be a commercially minded accountant with imagination and entrepreneurial skill and extensive retail exposure.

To establish this fledgling department the Finance Director must have the commitment and the strength of character to push ideas through from creation to completion.

The package will consist of a good base salary, a performance-related bonus and equity participation.

Interested applicants should telephone Giles Daubney on 01-437 0464 or write to him, enclosing a detailed CV, at the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place London WC2H 7BP
Telephone: 01-437 0464

CAPITAL CAMERAS LTD

PART BROWN & JACKSON PLC

FINANCE DIRECTOR

£35,000 + car - CRAWLEY

RETAIL PHOTO HI-FI TV VIDEO MAJOR EXPANSION PLANS NATIONWIDE OPPORTUNITY FOR CHALLENGING FINANCIAL AND COMMERCIAL ROLE WORKING WITH MANAGING DIRECTOR.

NEW STORE OPENINGS FROM AUGUST REQUIRE COMPUTER DRIVEN CONTROL COUPLED WITH 'IN STORE' EXPANSION THROUGHOUT 160 STORE GROUP 'POUNDSTRETCHER' DUE TO COMMENCE OPENING SHORTLY AMBITIOUS QUALIFIED ACCOUNTANT 25-30 YEARS WITH COMPUTER/COMMERCIAL EXPERIENCE TO JOIN OUR TEAM BASED IN CRAWLEY

FULL DETAILS: TIM CHARLWOOD M.D.
CAPITAL CAMERAS LTD
24-28 THE BOULEVARD, CRAWLEY,
SUSSEX RH10 1XP

FINANCIAL CONTROLLER

City based plc

up to £40,000 + car

A leading role in the Management of Change

Our client, a market leader, is a company within a major financial services group operating through offices worldwide. As part of an overall group drive to provide improved financial management, they wish to enhance their team with the appointment of a Financial Controller.

Reporting to the Finance Director, your principal responsibilities will include the design and implementation of a comprehensive financial planning process, the development of new management/financial accounting and reporting procedures and the establishment of improved control and reporting on treasury, foreign exchange and funds flow activity. Additionally, you will be expected to exercise enhanced control over company balance sheets, with particular emphasis on establishing performance ratios and criteria.

To meet the demands of this role and the rapidly changing company environment, you will need to be a qualified accountant, probably a graduate and will be aged 30+. Experience of planning in a financial intermediary would be advantageous. Your personal qualities must include drive, self-motivation and the ability to communicate effectively with management at all levels.

To apply, in the strictest confidence, please write enclosing a full C.V. and salary history to:
Jeremy Lancaster,
PROBE EXECUTIVE SELECTION,
15 Artillery Passage, Bishopsgate, London E1 7DL.

a division of PROBE MANAGEMENT PLC

FINANCIAL DIRECTOR

Fareham, Hampshire c.£35,000 + Benefits

Ocean Sound is the Independent Local Radio station for Portsmouth, Southampton and surrounding areas. It has one of the most successful start up records of any ILR in the UK since establishment in 1986.

From this well founded base we are planning significant further expansion through strategic investments both in the UK and Europe. We now require a high calibre and ambitious accountant to join our small executive team to implement our plans.

We operate within a challenging environment created by both the impending changes in the regulation of UK broadcasting and the business opportunities that flow from European harmonisation.

Our preference is for a Chartered Accountant, aged early/mid 30's, with excellent communications and leadership ability who has a mix of service/media industry experience and a strong corporate finance and treasury background. We already have a well organised accounting staff. In addition to maintaining and developing that function, we require both an expert finance input and mature business judgement to contribute to the decisions that will shape the future growth of the Group.

Our remuneration package will be highly competitive, with all the customary benefits and a basic salary in the region of £35k.

If you believe you have the qualities and experience we are seeking, then please write with full CV to: David Lucas, Managing Director, Ocean Sound (Holdings) plc, Whittle Avenue, Sagersworth West, Fareham, Hants, PO15 5TA.



McLACHLAN & BROWN



BUSINESS GROUP MANAGER

GLASGOW

c. £30,000

McLachlan & Brown are repeatedly the leading major independent firm of Chartered Accountants and Business Advisers in Scotland. Their offices is that of advisers to business people offering a dynamic, positive and entrepreneurial approach which assures every client has a close and profitable relationship. This philosophy has resulted in a growth rate of over 30% in each of the last five years and mirrors the widely reported status of their associates, Stoy Hayward, as the fastest growing 'Top 20' UK firm of chartered accountants.

As Business Group Manager you will lead a team providing a wide range of client services including audit, management reporting, acquisition and expansion investigations and a variety of business advisory assignments. Management responsibility and commitment must be at the highest level and will include involvement in staff training and motivation and practice development. Emphasis will be placed on raising awareness of the firm's full range of specialist services to both existing and potential clients and as such represents excellent business development experience.

The successful applicant will be a Chartered Accountant aged 28-36 with a confident outgoing manner, management expertise and the ability to respond effectively to client and practice needs. Your ultimate career goal must be partnership. An excellent package is available including relocation expenses.

For further information please contact:
NICK BLACK or LINDSAY WEIR on 041-221 4166 (office), 041-644 5482 (evening or weekend)
or send your C.V. to

ASA International
69 St. Vincent Street
Glasgow G2 5TF

ASA International



Hagen & Company (UK) Ltd is an investment firm specializing in corporate restructurings. It currently serves as financial advisor to companies engaged in the shipping, oil, offshore and transportation industries.

The Firm now seeks

FINANCIAL ANALYSTS

whose main functions will be

- Analysis of industry developments
- Evaluation of investment opportunities
- Participation in the structuring of deals
- Liaison with management of companies in which investments are made.

The positions are ideally suited for young, ambitious persons with

- Qualifications as either a Chartered Accountant or a Master in Business Administration
- Strong analytic skills
- Good communication skills

The persons will be based in London, but should be prepared to spend time also in Oslo and Luxembourg.

The Firm offers a challenging work environment with excellent prospects for career development. Compensation will be based on performance, with possibilities of participation in ownership.

Interested candidates can contact Torstein Hagen or Lars Patterson in London on 01-629 2359 or forward their curriculum vitae to:

Hagen & Company

103 Mount Street, London W1Y 5HE
Member of IMRO

THE PRESS ASSOCIATION LIMITED

FINANCIAL ACCOUNTING MANAGER

LONDON

C. £22,000

The Press Association, Britain's National News Agency requires a Qualified Accountant to join our restructured Finance Department. Reporting to the Chief Accountant, you will have responsibility for the preparation of financial accounts, the management of twelve staff and the application and development of financial controls and procedures.

You should be a qualified accountant ideally with up to three years post qualification experience possibly within a large practice.

Applications including a full C.V. should be addressed to:

The Personnel Officer,
The Press Association Limited,
85 Fleet Street, London EC4P 4BE

TREASURY MANAGER

Central London

c. £50,000 + car

As a result of internal promotion, an exceptional opportunity has arisen in this high profile, £ multi-billion turnover plc which has up to £2 billion invested in the money markets and a debt portfolio of £1.5 billion.

Reporting to the Treasurer, and supported by a team of about 20 managers and specialists, you will be responsible for corporate funding and investment activities and for the optimisation, development and administration of a wide range of treasury operations. As a senior member of the corporate finance team you will play a key part in the continued growth and profitability of the organisation.

You should already be in a senior corporate treasury role and now be ready to take greater strategic and management responsibility in a large and growing international environment. Combining a high level of technical expertise with an innovative outlook, you will create new business opportunities by extending the range of instruments employed and assisting in the development of advanced support systems.

Please send a career résumé, with salary history and day-time telephone number quoting reference 3024, to Neil Cameron, Executive Selection Division.

Touche Ross

Thavies Inn House, 3/4 Holborn Circus, London EC1N 2HB.
Telephone: 01-353 7361.

MONTE CARLO

NEWLY-QUALIFIED ACA

Excellent Tax Free Package

23-26 years

With the ever-increasing trend towards de-regulation of international markets worldwide, this Monte Carlo based trading company is ideally placed to continue its impressive recent growth record. As part of current expansion plans, a need has arisen to recruit a Finance Manager to play a key role in the restructured accounts department.

Working alongside international dealers, the environment is dynamic and entrepreneurial, with emphasis placed on a practical, hands-on approach to problem solving. Reporting to the Group Financial Controller, your duties will include the preparation of management information for the main trading subsidiary, periodic reviews of the company's international operations, assistance with year-end financial reporting, and implementation of a group level computing system.

This is an excellent opportunity for a young, highly-motivated Chartered Accountant to obtain valuable commercial experience, enjoying the additional benefits of working in Monte Carlo, and gaining an insight into European business practices.

The ideal candidate will be a graduate newly-qualified ACA from an international accountancy practice, able to demonstrate strong inter-personal skills, and a flexible approach.

In addition to a substantial tax free salary, five weeks holiday, and other benefits, the company offers excellent future prospects for a highly motivated individual.

For more information please telephone David Ryves or Patrick Johnson on 01-437 0464, or write to them, enclosing brief details, at the address below.

ROBERT • WALTERS • ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place London WC2H 7BP
Telephone: 01-437 0464

At the heart of change

DIRECTOR OF FINANCE

£31,000 with earning potential up to £38,000 PRP

Innovative and forward thinking in its approach, South West Surrey Health Authority is currently undergoing a period of considerable development, in response to the changing needs of the community.

Phase II of the new Royal Surrey County Hospital is due to open in the autumn. A major new college for nurses and midwives - a joint venture with two neighbouring Health Authorities - is under construction, with the first students due to start in January 1990. And it is possible that we will have a self-governing hospital within the District in the future.

Guiding us through this period of change will be a major challenge facing our new Director of Finance. Your influence will stretch far beyond financial matters and into the development of policy and resource management, as a senior member of our corporate management team. This high profile appointment offers considerable scope to a talented and ambitious financial professional, capable of managing a budget of £70 million (covering accounts, management accounts and payroll) as well as leading by example a highly

professional finance team numbering 50+.

To fulfil such a role, your professional and management skills should have been finely tuned, ideally in a Health Service setting, although additional experience in the private sector would be an advantage. A qualified accountant (perhaps with an MBA or further degree), you will be highly motivated with exceptional communications ability and strength of character to effect change.

Where appropriate, a relocation package will be available to the highly attractive Guildford area, with its interesting mix of urban and rural, historic and modern.

For further information please contact: Peter Murphy, Director of Personnel, or Tish Harwood, Personnel Services Manager, at South West Surrey Health Authority, District Headquarters, Farnham Road Hospital, Guildford GU2 5LX. Telephone: Guildford (0483) 61612.

Applications by curriculum vitae please, to be received no later than Thursday 20th July, 1989. Final selection will be held from afternoon of Tuesday 8th - Wednesday 9th August, 1989.

South West Surrey
Health Authority

AN EQUAL OPPORTUNITY EMPLOYER

DIRECTOR DESIGNATE

Executive Recruitment Consultancy

West End

& Neg.

The Talisman Group of Companies Ltd is a growing force in today's recruitment market employing close to 100 staff based in London, Manchester and Sydney. Established 7 years ago, the group has concentrated on key growth areas including accountancy, information systems, retail, secretarial and personnel, operating under autonomous trading names. Now re-launched under the parent name, Talisman, each division has a new identity and is poised for future development.

Talisman Accountancy has built a solid reputation within the temporary and part qualified sectors with limited exposure so far to more senior level appointments.

We are now fully committed to expanding this executive division and are looking to recruit a dynamic and highly motivated professional to spearhead its growth.

Probably aged in your late twenties/early thirties, you are almost certainly a qualified accountant and must have at least three years recruitment experience within the executive market.

Either a Senior Consultant or Manager you have proved your potential in your present environment and are now looking for a role where you can make a major contribution to the development and direction of your own autonomous division, where the only limiting factor to growth will be your own ability and that of your team.

You will have the full support of a young and progressive Board and the financial backing of a secure organisation which is at an advanced stage of seeking a stock market flotation within eighteen months.

A Directorship will be offered within twelve months and the package, which includes a high basic salary, excellent bonus potential, share options and company car, is fully negotiable for the right individual.

To find out more about this outstanding opportunity, ring Neil Hasfield on 01-925 0848 or write to him, enclosing a cv, at The Talisman Group of Companies Ltd, Dorland House, 14-16 Regent Street, London SW1Y 4PEL.

TALISMAN GROUP OF COMPANIES

DORLAND HOUSE, 14-16 REGENT STREET, LONDON SW1Y 4PH TEL: (01) 925 0848
LONDON MANCHESTER SYDNEY

FINANCE AND ADMINISTRATION MANAGER

up to £30,000 and car

American Corporation with global operations seeks professionally qualified and experienced individual to take full responsibility for the management of its well established European sales subsidiary in Sussex. Experience of PC and Main Frame applications and management controls are essential. Working knowledge of American reporting routine and a second European language would be an advantage. Regular international travel is involved.

Please write giving full career and personal details to:

Consulting Associates, Ref: 101
St. Andrews House, 26 Brighton Road, Crawley,
Sussex RH10 6AA

ACCOUNTANT

CITY C£32000 CAR
INSURANCE INVESTMENT PLC.

ACA/ACCA reporting to Chief Accountant - responsible for Statutory Accounts of 4 Subsidiary Companies. Financial Services background useful.

Ring: 01-242-1168 or 01-242-1140
N.Hollingbery

Johnswood Farrer (Recruitment Consultants)

FINANCIAL ANALYST

Central London

to £35,000 + Mortgage + Car

One of Britain's major public groups, this blue chip financial services company has established a strong reputation for consistent growth and profitability over recent years. It is a leading and influential player in each of its markets and has expanding interests overseas. Recent developments have included a substantial acquisition programme and significant diversification into new sectors.

The Financial Analyst will join a small, high calibre, high profile team, carrying out commercially orientated project based studies for presentation at the highest levels. In addition to establishing a detailed knowledge of the group's activities and its market place, the role will entail performance analysis, acquisition and disposal studies, competitor appraisal, involvement in budgets and regular reporting and liaison with City investors.

Candidates should be young qualified accountants with a minimum of two years PQE, preferably gained in a progressive commercial environment. An enquiring mind, strong technical abilities and well honed communication skills are essential. This is a demanding role with real career prospects in a prestigious group. It will suit a confident, committed team player, who can combine astute commercial judgement with flexibility, diplomacy and determination.

Please reply in confidence, giving concise career, personal and salary details to Paul Carvoso, quoting Ref. L433.

Egor Executive Selection
58 St. James's Street
London SW1D 1LD. Tel: (01-629 8070)

EGOR
EXECUTIVE
SELECTION

United Kingdom • Belgium • Denmark • France • Germany • Italy • Netherlands • Portugal • Spain

FINANCIAL CONTROLLER

c. £30,000

+ Car + Bens

NW London

Our Client is a major PLC and one of the top 100 UK companies, operating in the highly competitive retail industry. The company has maintained its position as market leader through a policy of value for money and outstanding customer service.

Due to a recent acquisition the Group now requires a Financial Controller to play a key strategic role in the development and management of a highly profitable business.

Working closely with the MD, you will be specifically responsible for strengthening financial controls, improving the quality of management information and the development and motivation of staff.

Candidates should be fully qualified Accountants, aged between 26 and 35, assertive, self motivated and able to display drive and enthusiasm. Applicants will possess good management and communication skills. Preference will be given to candidates with a retail or service sector background.

Please apply directly to Margaret Handry at Robert Half, Freeport, Mountbatten House, Victoria Street, Windsor, Berks SL4 1YU. Telephone: 0753 857181 or evenings on 0753 860673. Alternatively, fax your details on 0753 860696.

Financial Recruitment Specialists
London • Birmingham • Windsor • Manchester
Bristol • Leeds

FINANCIAL ANALYST

EUROPEAN BUSINESS

£28,000 + Car + Relocation

Surrey

Our client, a major blue chip UK group, operates in more than 50 countries and has an internationally competitive portfolio of businesses. Its strength lies in its ability to move new ideas and technology rapidly across national boundaries, ensuring a strong technical base and widespread geographical presence.

The group is seeking to recruit a Financial Analyst to provide financial input to the business development activities in its major thrust to extend European operations.

Specific areas of involvement will include:

- creating and working with new financial modelling tools to assess the benefits of potential investments

- liaising with group planning and business development departments
- post investment reviews to confirm achievement of original expectations.

Critical skills will include objectivity, a rigorous analytical approach, a broad business vision and a solid financial understanding. The challenge presented by this rapidly growing environment will be considerable.

Applicants should be graduate qualified accountants, aged up to 30 years, with experience preferably gained in either a "Big 8" firm or a leading industrial organisation.

If you are interested in this opportunity please telephone Shelley Kaker on 01-437 0464 or write to her, enclosing your CV, at the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS

Queens House 1 Leicester Place London WC2E 7EP
Telephone: 01-437 0464

Finance Director (des)

Growth Company

up to £35K + bonus

Our Yorkshire-based client is the leader in its particular field of manufacturing. It has an impressive growth rate by virtue of a team committed to high quality production and energetic selling. A recent acquisition has given the present Finance Director the opportunity to move into general management and his successor is needed.

Candidates must be well qualified, hard-working, enthusiastic accountants in the age bracket 30-35. It is essential that they are used to controlling staff in a modern manufacturing environ-

ment with computerised systems and relish the prospect of solving problems which arise in an expanding, dynamic company. The Group Chairman believes in rewarding effort and success and has established a bonus system which could add appreciably to the starting salary which will be in the £30,000-£35,000 bracket. Other benefits are as expected of a forward-looking employer and include a fully expensed company car. Full help will be given on any house move necessary. Please send full career details - in confidence - to A. D. Percival.

Ravenscroft & Partners

Search and Selection
20 Albert Square, Manchester M2 5PE

Financial Planning (Finance Director Designate)

£35K plus car North of England

Our client, a highly successful engineering company specialising in large defence contracts, wishes to strengthen the top management team of its main operating subsidiary by the appointment of a finance director (designate). This is a new appointment. The successful candidate will report to the Chief Executive and be a member of the subsidiary board from appointment.

The job requires extensive experience in:

- financial and strategic planning
- management and financial accounts
- financial management of large projects
- capital investment appraisal
- development of systems to improve the following:
 - MIS
 - allocating overheads
 - CIM
 - activity costing
 - accounting for the cost of total quality.

Candidates, men or women, should have a good track record in these areas, gained with a progressive company, and also have experience of:

- managing change
- running a department
- decision making at company level
- total quality programmes.

The successful candidate will probably be aged around 35, a graduate with a professional qualification and possibly an MBA. He/she will not necessarily be a qualified accountant but will be capable of managing those who are.

In addition to a competitive starting salary, benefits include a company car, contributory pension scheme and BUPA. Help with relocation expenses will be given if necessary.

Please send a full CV, including salary progression and a daytime telephone number, outlining how you meet our client's requirements, quoting ref No L1689 to Anne Kiehl.

BDO BINDER HAMLYN
Management Consultants
21 Queen Street, Leeds LS1 2TW.

THE CORNHILL TEST INSURANCE

LIFE AND INVESTMENT ACCOUNTANT

Guildford £30,000 + Car

- THE SCORE SO FAR CORNHILL INSURANCE
- One of the UK's most successful high profile insurance Companies.
 - Part of Europe's largest insurance Group.
 - Profit growth over 25% in the last financial year.
 - Total premium income in excess of £25m. (Life - £125m).
 - Investment funds under Management £775m.
 - A highly developed management training programme.

- YOU
- Qualified as an ACA, ACCA or ACMA.
 - Not less than 5 years experience of accounting in LIFE ASSURANCE.
 - Proven management skills.
 - Communicate effectively at senior level.
 - Ability to respond to a fast changing financial environment.

- THE TEST
- Perform a senior role in the accounting function.
 - Manage a department of c20 staff.
 - Prepare management, financial accounts and statutory returns.
 - Review and evaluate the Life and Investment accounting function.
 - Implement and contribute to the development of computerised systems.

THE SERIES
If you have a good average on the above then CORNHILL INSURANCE can offer you the challenge and benefits you would expect from a winning company. Call or write to arrange your next fixture.

For further information contact:
Accountancy Personnel,
72/74 High Street,
Guildford GU1 3HE.
Tel: 0483 64692

Accountancy Personnel

Placing Accountants First

HAYS

RICHARDS BUTLER Financial Controller

London

c £40,000

A new appointment has been created as part of the strategic development plan of this major City Law Firm.

Probably NOT from a professional practice background, the successful candidate will build a team dedicated to providing a supremely efficient financial management and accounts service to the firm and its earners.

As part of a team of non fee-earning professionals, the role has potential for growth as the business moves to new premises, upgrades its use of IT and expands significantly in the UK & overseas.

If you have the accounting qualifications, experience, interpersonal skills and understanding of the needs of a "professional business" to respond to the above challenges - and would like to meet to discuss the appointment in more detail, please forward your CV with an appropriate covering letter which includes your present earnings and a daytime telephone number to:

HODGSON IMPEY

Peter Willingham (Ref: 052)
Managing Director
HODGSON IMPEY
SEARCH & SELECTION LIMITED
50 Pall Mall London SW1Y 5PU

FINANCIAL CONTROLLER (DIRECTOR DESIGNATE)

North of England

£27,500 + benefits + car

Our food industry client is young, rapidly growing and profitable. Already a significant supplier to the major High Street multiples, substantial future growth is planned.

Reporting to the M.D. the Financial Controller will be expected to develop organisational and computer systems to enhance customer service and management information. Success with this key initial task would lead to appointment as Financial Director.

The ideal candidate will be a qualified accountant, aged 30 plus, computer literate

with a relevant industrial background. This is an opportunity for an energetic and ambitious person to grow their career in a successful Company.

In addition to an attractive salary and car, the successful candidate can expect a profit related bonus, company pension and assistance with relocation.

Please write, or send your C.V., to the consultant advising on this appointment, Guy Newton, Bull Thompson & Associates, Phoenix House, 45 Cross St., Manchester, M2 4JF. Quoting reference 8009.

Bull Thompson

LONDON • BIRMINGHAM • LEEDS • MANCHESTER

Financial Controller

North West Coast

Circa £25,000 + Benefits Package

Our client is a substantial European subsidiary of a major U.S. Corporation specialising in the design and manufacture of high value engineered products for international clients.

Continuing expansion and business development has created a significant opportunity for a disciplined hands on Controller who can respond rapidly to the demands of a vigorous management and dynamic business environment.

You will report direct to the Chief Executive and maintain overall responsibility for the financial direction of the business, embracing financial planning, accounting and reporting and you will additionally be required to continue the development of computer-based systems and other management information services.

Our ideal candidate will be aged 35-45 and CMA qualified and your experience will have preferably been gained in an engineering environment where budget discipline and bottom line achievement counts. Your experience to date will have exposed you to all facets of the financial management function and you should be conversant with current computer based integrated manufacturing systems. You will be required to demonstrate at interview your ability to manage a significant department in which other professional skills are already in place.

The conditions associated with this progressive organisation and the salary will be fully negotiable in order to attract the right candidate. Please telephone for an application form (calls are answered 24 hours a day) or send comprehensive curriculum vitae quoting reference number DP/860 to:

JD

Bryan Greenwood
THE JOHN DALTON PARTNERSHIP LIMITED
4 Post Office Avenue
SOUTHPORT PRS 0US
Tel: Southport (0704) 38775
Fax: Southport (0704) 48972

Applications are open to both male and female candidates
THE JOHN DALTON PARTNERSHIP LIMITED
Management Selection & Recruitment Consultants

Chief Accountant

Basildon

c£28,000 + Car

Underwriting some of the most prestigious risks in the world, our client is a leader in the marine insurance market, with a managed net premium income of over £50 million in 1988.

To keep abreast of technological advances and anticipated further growth, a vacancy has arisen for an ambitious qualified accountant to oversee the finance function based in attractive new offices in Basildon.

Responsibilities of this demanding role encompass the management and motivation of a team of 17, the timely production of all financial information and the review and improvement of computerised accounting systems.

Essential qualities are proven management skills, good commercial acumen and a level of maturity unlikely to be found in a candidate aged under 35.

To discuss this opportunity further, contact
Liz Robins on 01-563 8073,
61 Loyds Avenue, London EC3N 3AX.

BADENOCH & CLARK
recruitment specialists

APPOINTMENTS WANTED

ACCOUNTING CONSULTANT AVAILABLE

Just completed last project of over 12 months and is now ready for short or long term accounting assignments, top class accountant with over 10 years experience. Excellent recommendations as a successful achiever and motivator up to the highest level.

Please Contact:

Mr David Paton 2nd Floor, Wells House,
77-79, Wells Street, London W1. Telephone (01)580-5522

TOP POSITION WANTED

Dynamic Financial Controller (29) requires position in international industrial group.

CA, with Blue Chip and International experience. Impeccable CV with best analytical and management skills requires top salary.

Available only due to takeover.

Principals only, write Box A1283, Financial Times,
One Southwark Bridge, London SE1 9HL

FINANCIAL TIMES

PUBLISHED IN LONDON • FRANKFURT • NEW YORK
Head Office: The Financial Times Ltd, Banker One, Southwark Bridge, London SE1 9HL. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234. Editor: Christopher Cook. Tel: 01-553 1234. Managing Director: John Long. Tel: 01-553 1234. Circulation Director: John Long. Tel: 01-553 1234. Advertising Director: John Long. Tel: 01-553 1234. Subscriptions Director: John Long. Tel: 01-553 1234. Distribution Director: John Long. Tel: 01-553 1234. Printing Director: John Long. Tel: 01-553 1234. Sales Director: John Long. Tel: 01-553 1234. Finance Director: John Long. Tel: 01-553 1234. HR Director: John Long. Tel: 01-553 1234. Legal Director: John Long. Tel: 01-553 1234. IT Director: John Long. Tel: 01-553 1234. Other Directors: John Long. Tel: 01-553 1234.

INTERNATIONAL & BRITISH EDITORIAL, ADVERTISEMENT & CIRCULATION OFFICES

Advertisement: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

British: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

International: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

Frankfurt: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

New York: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

Other Offices: Advertising and Circulation Department, 100 Brook Street, London W1. Tel: 01-553 1234. Telex: 330900. Fax: 01-553 1234.

Tax Accountant

c.£28K + Car

Waterloo, London

BPCC Ltd, the UK's premier printing group, consisting of 40 companies with over 7,000 employees and turnover of c. £300 million per annum, is now a private company having been purchased from the Maxwell Communication Corporation in January this year by way of a management buyout. The objective is to float the company in 3-5 years time.

BPCC is now in the process of establishing its own infrastructure, key to which is the setting up of a small tax department. A Group Tax Manager has been appointed and we are now looking for a young qualified ACA or ACCA with 2-3 years tax experience gained in the professional or in commerce/industry to join our team.

The successful applicant will be involved in tax accounting, the preparation of tax forecasts from Group management accounts and will participate in planning and advisory work, particularly with regard to VAT and Schedule E matters. You should be a good communicator with Lotus 123 familiarity and the ability to work under pressure.

We can offer to the successful applicant an attractive package and excellent career prospects with this new Group.

Please apply in writing with a copy of your current CV to Geoff Greenwood, Group Personnel Director,

BPCC Ltd,
282 Waterloo Road, London SE1 8RQ.



X

Financial Director

ITALY

c£30,000 + plus attractive benefits
(Agency in Italy required)

My client is the ITALIAN subsidiary of a diversified Multinational (British) Group.

The Company is a specialist Engineering/Services Company - enjoying growth both organically and by acquisition.

The FINANCIAL DIRECTOR will control a small staff - working closely with the Managing Director in the administrative control of the Company - and with the brief to strengthen Management Information reporting to the London head Office.


The role will call for further development of Accounting Systems - improving controls of Invoicing, Debtors, Stock Control, Purchasing, Inventory, Profitability studies, Budgets and reporting procedures. A new Integrated Computer System will shortly be introduced and it is important that applicants have good Systems experience - together with skills in training and motivating staff.

Applications will be welcomed from qualified Accountants - who must be fluent in Italian. The preferred age is 25 - 40 and in addition to proven Technical accounting skills, we seek abilities in liaison, reporting and communication.

To apply - please contact **ARTHUR FLITTER** Adviser to the Company.

Beaumont Accountancy Recruitment

Beaumont House, Station Path, STAINES, Middx. TW18 4LA
0784 462131 (24 hours)



ROBINSON GROUP GROUP FINANCIAL CONTROLLER

Circa £30K + Car and Bonus

The Robinson Group is a £40 million turnover private Company, manufacturing soft drinks and packaging materials. The Company has recently restructured into two Operating Divisions in order to maximise market focus and take advantage of the dramatic growth opportunities available to its core businesses. Turnover and profit will continue to expand substantially by organic growth and by a planned programme of acquisition.

The growth strategy now requires the appointment of a high calibre professional to this new appointment which reports to the Group Financial Director.

The overriding aim is the maintenance of strong financial controls and best accounting practices within the Robinson Group.

The key responsibilities are:-

- Preparation of accounts and statistics for Group Board Meetings.
- Co-ordination of the short/medium term planning process.
- Investigation of potential acquisition targets.
- Treasury Management.

Candidates should be ACA or ACMA, aged probably 30 to 40 with manufacturing experience within an operating Division, plus a period spent at Group/Head Office level. You should possess a keen intellect and energy combined with the confidence and professional skills to communicate at Main Board and Divisional level.

The remuneration package includes a substantial performance bonus, fully expensed executive car, private medical insurance and a generous relocation package to this attractive rural Midlands location. In return you will enjoy a challenging and diverse role with considerable scope for personal and career development.

Please telephone or write for an application form to:-
Graham Shaw, Personnel Manager, C Robinson and Co Ltd, Tesbury Wells, Worcs WR15 5HB
0584 810567 Ext 270

YOUNG FINANCE DIRECTOR

North Cheshire to £30,000 + car

This fast-expanding service company - an autonomous subsidiary (100% approaching £15m) of a major international Group - has won an enviable reputation and an increasing share of its business sector through strong marketing and forceful commercial management. To continue this momentum, the Managing Director now needs a high-calibre young finance professional to bring added expertise to both financial control and strategic planning within the company.

Your initial task will be to review the present accounting systems and upgrade them to provide more effective management control information; in this, you will have the support of the latest IBM hardware and software options. You will then focus your attention on improving business performance over a broad spectrum - applying your commercial skills, working closely with operational colleagues and raising the service levels of your own financial department. You will quickly become a key member of the executive team.

To meet this major challenge, you will be a qualified accountant with a highly successful track record behind you. You will be energetic, confident and relate well to others. The task is demanding; the opportunity to record a major personal achievement is enormous. And future prospects are outstanding, both in the company itself and in its rapidly expanding international parent.

Please apply to our Manchester Office where your contacts are Dudley Harrop or Audrey Shaw. Ref No. MX200.

ASB Recruitment Ltd
Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 061-834 0618
Fax: 061-832 9123
Also at: Liverpool and Leeds
ASB RECRUITMENT LTD A Division of ASB Barnett Kinnings P/c

BLUE ARROW ACCOUNTANCY
A MEMBER OF BLUE ARROW PLC

CHALLENGING CAREER OPPORTUNITY GROUP FINANCIAL CONTROLLER

WEST SUFFOLK £30,000 + Car + Benefits

Our client is a major division of an expanding Plc, and leading British company in the field of animal health products. Currently with a T/O of £30 million, further rapid development is taking place via strategic acquisition in both the local and European markets.

The Group Financial Controller's role is a key position offering an exciting career challenge to a young, dynamic accountant. In addition to day to day financial control and a variety of assignments further specific involvement will be in the:

- Co-ordination and control of monthly management reporting and consolidation.
- Divisional treasury functions, costings, budgets and corporate planning.
- Analysis and review of performance with operating units and the subsequent implementation of agreed recommendations.
- Analysis and appraisal of acquisitions and their integration into the group.

You will need to have proven experience in the above, be fully qualified with the desire to succeed. Ideally aged 30 - 40 years, ambitious, and possessing a mature attitude could ensure your career progression into a general management position.

The rewards are high. A comprehensive package includes a generous salary and profit related bonus. A fully expensed 2 litre car. A contracted out pension scheme. Free life assurance, BUPA and relocation package if required.

For early interview please contact, quoting ref: 1718

ANITA BEVAN - ACCOUNTANCY CONSULTANT
TELEPHONE: (0223) 358820
Blue Arrow Accountancy
40 St Andrews Street
Cambridge CB2 3AR

Financial Controller

c.£30,000 + Car ++
Scotland

Our client is a major Scottish financial institution providing the complete range of banking, investment, advisory and other financial services. Recent restructuring has created this new role, which is to manage and strengthen the central finance department. Reporting to the General Manager Finance, the Financial Controller will run daily operations, provide support to the line divisions, and act as second in command.

Candidates must be graduate calibre chartered accountants preferably with some experience of working in a service-orientated industry and ideally in a company with highly-developed computerised accounting and information systems. A flexible team player, this person will need good man-management skills and a high degree of commercial and business awareness. There are excellent long term career prospects for the right person. Age indicator: early to mid-30s.

Please reply, in strictest confidence, with full career details to Peg Eva, as adviser to the company, at Selection Thomson Ltd, 85/87 Jermyn Street, London SW1Y 6JD or 14 Sandyford Place, Glasgow G3 7NB.

Selection Thomson
London and Glasgow



FINANCIAL CONTROLLER

Small bank, situated in the West End, requires computer literate, qualified accountant (ACA preferred) with previous banking experience. Will consider candidates from the profession with relevant experience. Position unlikely to suit candidates with less than two years post qualifying experience. Some previous experience of the following would be useful: running a small computer system; Lotus 123; systems development and implementation of controls; management and statutory reporting; Bank of England reporting. Salary negotiable from £25,000 plus benefits, including company car.

Please write to Box A1258, Financial Times, One Southwark Bridge, London SE1 9HL.

APPOINTMENTS
ADVERTISING
ALSO APPEARS
TODAY
ON PAGE 24

TO BE DISTRIBUTED FREE TO ALL UK FINAL YEAR STUDENTS - GRADUATE - RECRUITMENT

A FINANCIAL TIMES SURVEY
1st NOVEMBER 1989

Just when the supply of 18-20 year olds is set to decline, employers are becoming increasingly conscious that securing an adequate supply of graduates of the right quality is crucial to their success.

For their part most final year students are aware that market power has switched in their direction. They are more likely to scrutinise closely the prospects of a sector and compare what each employer has on offer before embarking on a career.

The FT's Graduate Recruitment Survey will be written by the newspaper's unrivalled team of specialist writers with the interests and standpoint of the final year undergraduate deciding which career to follow very much in mind.

The survey will be given free of charge to every final year student in the UK as well as those attending the top five universities in both West Germany and France.

To advertise in the most authoritative and comprehensive survey of graduate recruitment to be published by a national newspaper to date contact:
Tim Kingham, Financial Times,
Number One Southwark Bridge,
London SE1 9HL Tel: 01-873 3606,
Fax: 01-873 3062



Management Skills

W. London c.£27,500 + Car + Benefits

Created over 30 years ago this major international media group has diverse interests in film, video, satellite and worldwide distribution services. Established leaders in their field, they have reached a key stage in their development.

An ambitious, qualified accountant, age under 30 years, with obvious man-management skills is sought to play a central role within the Finance function. Reporting to the Chief Accountant, you will be supervising an established team producing Group Accounts in a multi-currency environment. Additional responsibilities will include monthly reporting to Board level and a close involvement in the enhancement of computer systems.

A challenging opportunity, calling for the ability to motivate and develop team members, your personality and drive will therefore be more important than specific commercial experience. Benefits include 5 weeks holiday, pension, life assurance and share option scheme.

Write, with full CV and daytime telephone number, to Patrick Donnelly, quoting reference FT/048.

PD Consultants
MANAGEMENT SELECTION
314/316 Vauxhall Bridge Road, London SW1V 1AA. Tel: 01-828 2273.

c.£35,000 p.a.
Financial Manager - Consumer Business
SOUTHERN HOME COUNTIES
FMCG

A commercially minded graduate accountant, aged 30-40, with at least six years post qualification experience, ideally gained in an FMCG environment strong in both manufacturing and marketing. Will be responsible for providing a comprehensive financial business service, focusing upon strategic planning, business decision support and control. The focus is very much on the future. Must have sound leadership and people skills, both to provide direction to the small team of professionals he/she will lead and to function effectively as a team player within the organisation. Reporting directly to the Financial Director, this is an outstanding career opportunity to join a blue-chip multinational, the undisputed brand leader in its field.

Fringe benefits include contributory pension, annual bonus, company car, medical/life cover, relocation expenses.

Suitably qualified candidates please phone 01-600 4708 for an application form quoting GF972 (24 hour service).

GREYFRIARS JOHN W G FORBES MANAGING DIRECTOR
104 NEWGATE STREET, LONDON EC1A 7BA
A Member of the Guidehouse Group PLC
SEARCH AND SELECTION CONSULTANTS

FINANCE DIRECTOR

LEISURE PROPERTY CENTRAL LONDON
PACKAGE TO £37,500 + CAR

Young Chartered Accountant (28/35) having qualified with a major firm required by this rapidly expanding group in the leisure sector.

The Finance Director will be a member of a small Board and will control an existing Finance Department. The Finance Director will be responsible for the development of controls and management information systems as well as playing a part in identifying and reviewing acquisition targets.

The position will also carry responsibility for formulating corporate strategy.

The company is young and rapidly growing. The growth is largely dependent on acquisitions and funds for this have been made available by institutions. The group is planning a USM flotation within two years.

The group is involved in the acquisition and sale of leisure and health properties on behalf of clients. The client base includes a number of rapidly expanding and blue chip groups. The group has an excellent industry profile.

Applications in writing only to
T.A. Gill
Chief Executive
45 Deane House, Barbican, London EC2

FINANCIAL CONTROLLER

£30,000 + CAR + BENEFITS

The Chillington Corporation Plc, a rapidly expanding international group whose activities include plantations, commodities, engineering and property is seeking to recruit a qualified accountant of high technical ability and commercial acumen to join its small Head Office team.

Specific responsibilities will include interim and annual statutory reporting, management accounting, taxation, treasury and computer systems appraisal. In addition to routine responsibilities there will also be 'ad hoc' assignments, involving current subsidiaries and potential new acquisitions, in the UK and overseas.

Applicants aged 28/38 should be adaptable and enjoy working in a challenging and dynamic business environment.

Please write with a full CV to Geoff Moores, Finance Director, The Chillington Corporation Plc, 81 Carter Lane, London EV4V 5EP.

HAYMILLS
BUILDING EXCELLENCE SINCE 1911

EAST ANGLIA 0474622 LONDON 0898-52623 WEST COUNTRY 0977 56205

PLASTERING • CONSTRUCTION • FITTING • PAINTING • DECORATING • REPAIRS • RESTORATION

FINANCIAL TIMES COMPANIES & MARKETS

Thursday July 6 1989

VEHICLE CONTRACTING
GOWIE
Interleasing

100 NORTH ROAD LONDON E16 2JQ
Tel: 0181 710 0494

100 MILL LANE SOUTH BEND LONDON E16 2JQ
Tel: 0181 710 2222

100 SOUTH BEND LONDON E16 2JQ
Tel: 0181 710 2222

INSIDE

Personalities behind the screens



Across the globe, from Hong Kong to Madrid, Vienna to Mexico City, the stockbroking community is full of characters who tackle the rigours of the job with energy and humour. In a new series, FT writes a look at the personalities behind the portals of the financial houses. Today, the former diplomat who keeps a motherly eye on trainer dealers and analysts in Spain. Page 48

Regulatory role taxes dealers

The resignation of Mr Stanislas Yassukovich from his post as chairman of Merrill Lynch Europe/Middle East has raised again the question of whether the City of London's regulatory structure really allows self-regulation by practitioners. Norma Cohen examines the increasingly widely-held belief that the UK is slipping into a system of oversight by elder statesmen who are no longer actively involved in day-to-day affairs at large firms and by compliance officers who have never written a ticket or traded a position in their lives. Page 22

Hermit returns to action

For more than a year Mr Mario Conde (left), Spain's youngest, probably most famous and certainly best-looking banker, has shut himself off from the public and the scandals that surrounded his ill-fated attempt to merge his bank, Banco Español de Crédito, with Banco Central. Now he has emerged from seclusion and is travelling around Europe to tout his latest idea. Page 18

Nikko steals march on rivals

Nikko Securities is putting the lie to the myth that most Japanese brokers do not need an international strategy — they simply follow Nomura Securities, the largest group. Nikko's decision to buy a \$125m stake in the investment management subsidiary of US-based Wells Fargo Bank, is the biggest foreign acquisition so far made by a Japanese stockbroking group. Stefan Wagstyl explains how it has stolen a march on the rest of Japan's Big Four securities companies. Page 19

Home-based predator

The current spate of UK transport strikes does not worry Mr Robert Evans; he works from home. He is not, however, a self-employed businessman, but chief executive of a public company — Systems Reliability Holdings. And since joining it from foods group Hilldown Holdings last year, he has launched the group on a phase of rapid growth worthy of his former employer. Philip Coggan reports. Page 18

Market Statistics

Base lending rates	28	London share index	94.56
Benchmark Govt bonds	27	London traded options	22
Armstrong options each	26	London total options	22
FT-A index	22	Money markets	28
FT-A world index	48	New int. bond issues	22
FT int. bond index	21	World commodity prices	28
FT int. stock index	28	World stock index	37
Foreign exchanges	28	UK dividends announced	24
London recent issues	22	Unit trusts	38-39

Companies in this section

AAH	28	Hollas	28
Adwest Group	27	Inter-City Gas	28
Allianz Vertrieh	27	London Traded Options	22
Armstrong World Inds	28	Ladlaw Transport	24
Astwoods	24	Landis + Gyr	18
Banesto	18	London & Manchester	27
Blue Circle	18	Manchester Theatres	24
British Aerospace	26	Margon Stanley	28
Broad Street Group	24	Newman Tonks Group	26
Bucknall Austin	27	Nikko Securities	19
CSX	20	Poquet Computer	28
Cable Corp. of India	18	Rondeleux	18
Confidential	28	Scottish & Newcastle	24
Elders DL	24	Rowe Evans	28
Fininvest	28	Scottish & Newcastle	24
Fret City Bancorp	24	Sun Alliance Group	27
Fisher (Alber)	24	Time	27
Fujiitsu	27	Toothill (RW)	24
Gateway	27	Unit Trusts	38-39
Harley Baird	27	Wells Fargo Bank	18
Helical Bar	27	Wintarsall	18
Hestair	27		

Chief price changes yesterday

FRANKFURT (DM)

Alcoa AG	1970	+ 22
Daimler	340	+ 3
Deutsche Bank	622	+ 7
Hesselt	238.5	+ 16
Linde	728	+ 16
Thyssen	259	+ 4

PARIS (FFP)

Carrefour	3225	+ 63
Michelin	142.5	+ 1.4
Saint Gobain	655	+ 1
Peugeot	680	+ 10
Michelin	183.5	+ 1.5

TOKYO (Yen)

Daicel Ind	2040	+ 170
Iyogi Sangyo	1840	+ 162
Tokyo Steel	1410	+ 130
Furukawa	1190	+ 60
Chubu Electric	1250	+ 50
Hondai	2550	+ 110

Plessey angrily pulls out of GEC talks

By Terry Dodsworth, Industrial Editor, in London

THE LATEST attempt by Plessey, the UK electronics group, to escape the threat of takeover collapsed yesterday when it pulled out of peace talks with the General Electric Company amid bitter recriminations over GEC's negotiating tactics.

Mr Stephen Walls, Plessey's managing director, suggested at a press conference that GEC may have been using the talks to "cause disruption and manipulate the market" in its company's shares. "I can see no basis for discussion with a group which cannot keep its word for two or three days," he added.

Plessey's share price jumped 11p to 254p yesterday as the stock market gained confidence that it would eventually be bid for by GEC and Siemens of West Ger-

many. In the three previous days, Plessey shares had fallen from about 260p.

Mr Walls gave a blow-by-blow account of the negotiations, which revolved around Plessey's willingness to sell GEC its half-share in GPT, the telecommunications equipment joint venture in which the two companies are partners. He said they had been extremely amicable up to a crunch meeting on Tuesday evening.

At that point, Mr Malcolm Bates, GEC's deputy managing director, had presented four "unacceptable" demands. "Last Friday we thought we had something that was coming together," Mr Walls said. "We entered into these discussions with the best of intentions and I am extremely disappointed in the outcome."

Mr Walls implied that GEC had deliberately attempted to provoke the share price fall by starting the talks and then leaking information about them to the press. The two partners had had a firm agreement, he added, not to disclose anything about the discussions.

The fact that the news had got out meant that Plessey had itself been forced to issue a statement on the talks on Monday, which had further driven down the share price, he added.

Lord Westwood, GEC's managing director, did not respond to calls last night. But a spokesman for the GEC/Siemens consortium, which first bid for Plessey last November, denied that the negotiations had gone as far as Mr

Rondeleux to file for bankruptcy in Paris

By George Graham in Paris

THE Paris stock exchange is about to suffer its third bankruptcy in the space of one year. Rondeleux, ranked among the 10 largest firms in Paris by trading volume, is to file for bankruptcy today at the Paris commercial court.

Two other brokers, Baudouin and Buisson, had to file bankruptcy proceedings last year after incurring heavy trading losses on the financial futures market.

Baudouin has since been taken over by Finacor, the money-broking group. Buisson's Paris activities were absorbed by Lyon-based broker Richard, and its Marseille and Nancy operations by the Paris firm of Schelcher-Prince.

On top of these bankruptcies, the exchange itself has been hit first by heavy trading losses on its own reserve funds, and then by the need to make large provisions covering future losses by weakened member firms.

CIC-Paris, the main division of the state-owned CFC regional banking group, had taken a 14.4 per cent stake in Rondeleux last year, with the intention of raising its holding to 51 per cent.

The bank recently decided not to exercise this option, however, citing the disorder of Rondeleux's accounts.

Rondeleux's difficulties are understood to stem from the most part from problems in introducing a new computer system, which has created settlement and accounting difficulties.

The Paris stock market has worked hard over the past year to clear up outstanding settlement problems before the introduction of a new electronic settlement system at the beginning of next year, but a considerable volume of unsettled bargains remains to be solved.

Mr Regis Rousselet, chairman of the Paris bourse, said that the number of bargains more than three months overdue had been reduced from FF17bn (\$2.6bn) last September, but that FF2.3bn was still in dispute.

Other back-office specialists have estimated that arbitration has resolved most of the solvable disputes, and that most of those remaining will now have to be registered as losses.

The stock exchange itself constituted provisions totalling FF15bn last year to cover potential losses at member firms, of which FF3.5bn had already been drawn on by the end of 1988.

Nederlandsche Middenstands Bank, the fourth largest Dutch bank, is negotiating to acquire Paris stockbroker Bamant.

Becalmed in the Bermuda Triangle

Andrew Hill finds US arbs all at sea

BECALMED in the eye of the Sea Containers storm, New York arbitrageurs are beginning to get nervous.

The arbs are thought to hold 15 per cent of the ferry and container group's shares. They leapt in four months ago when Stena, a private Swedish ferry group, bought an 8.2 stake, pushing the price up from about \$35 a share to more than \$45.

A \$60-a-share hostile bid from Temple Holdings, a vehicle for Stena and Tiphook, the quoted UK container rental group — drove the price still higher at the end of May. But since then, the waters have been muddied by a series of legal skirmishes and a profusion of press reports, mostly inspired by Mr James Sherwood, Sea Containers' irrefragable president.

Out of the chaos has come stalemate. Mr Sherwood and his counterparts at Stena and Tiphook have not met since the \$62m (\$82m) bid was launched. They have swapped letters, while their legal advisers have swapped lawsuits across courtrooms in Bermuda and Washington, DC.

Having already given up the seaway war of injunction and counter-injunction, those lawyers will today begin the latest round of legal proceedings in Bermuda. The supreme court is to consider the legality of Sea Containers' subsidiaries buying shares in the group's "poison pill" shareholder rights plan.

If the case goes against Sea Containers, 20 per cent of the group bought by subsidiaries before the bid was launched may be nullified or sold back to the original vendors.

That would throw the weight of the bid back onto the key question of price.

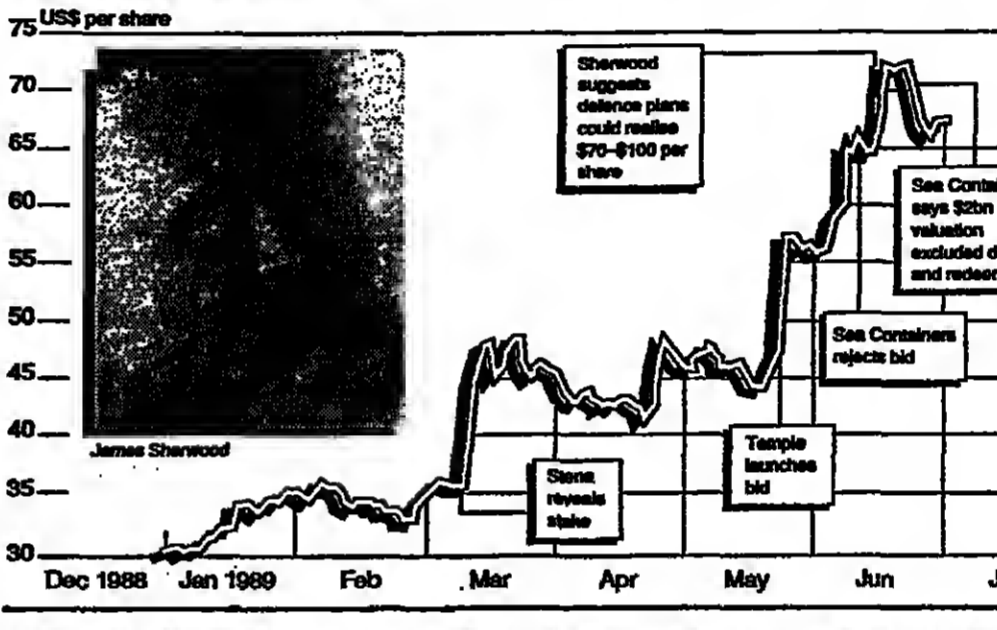
"So far, the legal battle has been nothing to do with price, quality or value — it's been to do with should they have done this or done that," complained a UK analyst yesterday.

For outsiders, it has been difficult to assess the actual value of the target and the quality of the bid, for a number of reasons:

- It was launched in the US, where most of Sea Containers' shares are held, so statements have mostly been framed as formal filings to the Securities and Exchange Commission;
- Temple, until 10 days ago, was prevented from pursuing its bid by injunctions in the Washington district court;
- Few analysts follow Sea Containers closely, because of its complex structure based in London, registered in Bermuda, quoted in New York;
- Temple and Sea Containers have been conducting their bid and defence at arms' length, as each side waits for the other to provide concrete evidence of its financial position.

But observers seem to be united in feeling that Stena and Tiphook — which would break Sea Containers' into 28 component Sealink British Ferries and container businesses if the bid were successful — will eventually have to offer more than \$60 in cash with a loan note alternative. Temple has been negotiating Sea Containers and its president quite effectively and the shares have come down from over \$72 — a price which was unsetting even the most bullish New York investors — to around \$67. That could be shaken down still further if the Bermuda court decision goes in Temple's favour. But few are prepared to bet on how Bermudian companies law, which is based broadly on the UK

Sea Containers



model, should be interpreted. The respective tactics of the two sides have not helped simplify the battle.

Mr Sherwood — American, autocratic (though he denies it) and aggressively protective of the company he founded in 1965 — has been the key to the resolution of the bid. His strategy so far has been at best unorthodox.

On June 17 and 18 he told UK reporters that he thought that defensive plans for Sea Containers could realise between \$70 and \$100 per share for investors. He also suggested he would carry out those plans within a month: it will soon be three weeks since those comments.

Subsequently, Mr Sherwood added to the confusion by suggesting to the Financial Times that Lazard Freres had valued Sea Containers at \$200, or "more than \$100 a share."

Sea Containers' advisers admit privately that it is difficult to rein in Mr Sherwood. Among other tactics, he claimed Stena's

founder, father of present chief executive Mr Dan Sten Olesen, had traded illegally with the Eastern bloc.

Mr Sherwood later accused the press of reporting his comments on the valuation of the company inaccurately, and two weeks ago Sea Containers had to file an amendment to its original SEC document in New York.

The amendment hedged Mr Sherwood's earlier comments by saying that the president had not indicated that a \$70-\$100 value "was guaranteed or assured, only that in the company's view such a result was possible of attainment" and that the \$2bn valuation had been made before subtracting debt and the value of redeemable preferred stock.

Tiphook's chairman, Mr Robert Montague, believes Mr Sherwood will still have to come up with a rescue plan — recapitalisation or a leveraged buy-out are the two possibilities being considered — if only to pacify the arbs.

He also knows that under US bid rules, Temple can always walk away from Sea Containers — in the hope that the price will drop to something nearer the \$33 a share at which Stena first bought its stake — before returning to snap the company up.

Not that Temple itself has done much to shake the stalemate so far. Stena and Tiphook are expected to produce their own summary of the Story So Far in the next day or so, but until Mr Sherwood backs up his valuation they look unlikely to sit down and do some serious talking.

Meanwhile, the shares themselves seem to have stabilised, perhaps in sympathy with the latest legal tug-of-war: when Sea Containers sued Temple last week for allegedly talking down the group's share price, Temple promptly responded with a suit against Mr Sherwood for talking the shares up.

Gold Fields deal coolly received

By Nikki Tait in London

THE DECISION by Consolidated Gold Fields, the mining investment company, to give up its fight for independence and agree to a revised \$3.5bn offer from Hanson, the UK-based conglomerate, received a lukewarm reception in London yesterday.

A number of investors expressed unhappiness at the final terms of the Gold Fields share price tumbled by 26p to \$14.65.

During the previous eight-month bid battle between Hanson, the South African-controlled investment company, and Gold Fields, it rose as high as \$14.76, before slumping to under \$12 when the offer lapsed in the face of US legal obstacles.

When Hanson's initial cash bid of \$14.30 expired two weeks ago, the shares revived sharply,

normally have been made in November, and will not now go ahead. "Paying out your own dividend to increase the value of an offer stretches the imagination," commented one.

Some analysts also suggested the warrant valuation of 60p a share figure was generous.

The main grievance, however, centred on the fact that Gold Fields is now recommending terms worth no more than those offered by Minorco, although the cash element is greater.

One angry institutional investor commented: "Management cries out when we don't support them and now look what happens. As far as I know, there was no consultation with shareholders before the agreement. I feel gutted."

Elliott prepares to bid for Elders

By Chris Sherwell in Sydney

MR JOHN ELLIOTT and his fellow directors of Elders IXL, the Australian brewing and agribusiness group, are preparing to launch a bid for the company valued at \$2.65bn (US\$4.25bn).

The move comes in response to objections about the way in which the board was already seeking to cement its hold on Elders, products of Foster's Lager.

In spite of his agreement now to make a general offer, Mr Elliott is not keen to secure a full buy-out. Instead, he is seeking effective majority control of Elders, which is Australia's largest company in terms of sales and its second largest, behind Broken Hill Proprietary, in terms of market capitalisation.

A statement from Mr Elliott yesterday said Harlin Holdings, a private company which he and his colleagues control, was close to finalising finance for another buy-out of Elders shares from any

shareholder wishing to sell in the market at \$48 per share.

Harlin's borrowing capacity is, however, likely to be stretched considerably by an offer of unrepayable size.

Elders shares were among the most heavily traded yesterday, and finished at \$52.55, up two cents on Tuesday's close. The shares were last at \$48 in February, and have languished below that level for most of the period since the 1987 stock market crash. The \$48 figure is significant because it is identical to the price at which Elders shareholders are being offered a 18.85 per cent parcel of shares owned by Pettico, a joint venture between AFP Group, a UK-incorporated investment company, and Goodman Fielder Wattle, the Australian food combine.

This offer, announced in May, was underwritten by Harlin, and it generated controversy because

HENDERSON CROTHWAITE INSTITUTIONAL BROKERS LIMITED

We are the first of a new breed of small, profitable, and successful agency stockbrokers, servicing institutional investors.

Our current team of eight salesmen, ten analysts, two dealers and three support staff, specialise in the food, electronics and oil sectors of the market.

We would now like to recruit a few more good persons — salesmen, analysts, or teams.

Please write to, or telephone, one of our four directors — Peter Ross, Perry Crosthwaite, David Lang, Brian Newman — to arrange a confidential discussion.

Henderson Crosthwaite
Institutional Brokers Limited
P.O. Box 442
32 St Mary at Hill,
London EC3P 3AJ.
Telephone: 01-623 9992.

INTERNATIONAL COMPANIES AND FINANCE

Allianz non-life side turns in strong profits

By Haig Simonian in Frankfurt

PRE-TAX profits at Allianz Versicherungs, the domestic non-life subsidiary of Allianz, Europe's biggest insurer, and its linked companies jumped to DM744m (\$387m) last year from DM543m in 1987.

The increase was less marked at net level, where profits rose by only DM68m to about DM319m following sharply higher taxation.

The good results derived from a mixture of higher premium income, which rose by 6.6 per cent to DM3.5bn last year, and soaring underwriting earnings, which more than doubled to DM421m from DM206m in spite of a slight increase in the amount set aside for reserves. Moreover, the number of claims fell by 2.6 per cent to 3.03m.

By contrast, investment earnings slipped to DM325m from DM337m in 1987. The drop resulted partly from a decision to build the group equity portfolio and take fewer profits. Overall funds invested rose by

DM1.4bn to DM13.5bn. Mr Ernst Wunderlich, chief executive of Allianz Versicherungs, said that premium growth rose by a further 6.6 per cent to DM5.2bn in the first five months of this year compared with the same period last year. However, part of the increase stemmed from higher premiums for some policies.

In spite of the mild winter in 1988, which was the prime reason for the company's improved claims performance, the sum paid out in motor claims continued to rise. As a result, the company warned that last year's decline did not represent a long-term trend.

Allianz Versicherungs' higher earnings means it will raise its contribution to the parent company by just over DM10m, to DM141.6m, with much of last year's increase in profits being put into the reserves of the operating companies concerned.

Full results for the parent will be announced on July 24.

Motor accessories unit lifts German tyre group

By Haig Simonian

SALES at Continental, the West German tyre group, rose by just under 9 per cent to DM3.25bn (\$1.7bn) in the first five months of this year, pointing the way to a further increase in profits and at least a continuation of the group's DM3 a share dividend.

Mr Horst Urban, Continental's chief executive, said at the group's annual meeting yesterday that turnover at ContiTech (SIC), the company's motor accessories division, grew fastest in the period, with a 10.1 per cent increase.

By contrast, earnings on the tyre side, which includes Continental's European activities and General Tyre, the US tyre maker acquired in May 1988, had not matched last year's levels. However, Mr Urban said he was confident that both divisions would more than compensate for lost ground by

the end of the year. Mr Urban added weight to speculation over another sharp rise in profits at Continental this year, although he warned that the increase in profitability would not be of the same order as the 40 per cent leap to DM194.8m reported for 1988.

Among the group's expansion plans is the purchase of a stake in an unnamed Spanish rubber manufacturer and the extension of its tyre retailing and distribution activities in Europe.

Mr Urban stressed the need to squeeze higher production out of existing plants rather than building new capacity. Tyre production from Continental's European factories stood to rise by between 8 and 10 per cent this year, with the increase coming exclusively from greater use of existing capacity via extra shifts.

Blue Circle sells stake in Mexico for £250m

By Andrew Taylor, Construction Correspondent, in London

BLUE CIRCLE Industries, Britain's biggest cement company, has sold its Mexican cement and concrete interests in a deal which could raise up to £250m (\$397m) in cash.

Blue Circle's 49 per cent stake in Empresa Tolteca de Mexico has been sold for about £200m to a Mexican consortium led by Mr Bernardo Quintana, Tolteca's chairman, and Ingenieros Civiles Asociados (ICA), a large privately owned Mexican construction and engineering group.

The consortium also intends to exercise an option to buy for about £25m Blue Circle West, an Arizona and California cement importer of which Tolteca is the principal supplier.

The family interests of Mr Quintana and ICA, of which Mr Quintana is a vice president, previously owned about 35 per cent of Tolteca. The purchase price included the sale of convertible debentures which would have increased Blue Circle's stake in Tolteca to 56 per cent.

Blue Circle's share price rose 14p to 539p yesterday. The company said the sale of Tolteca and Blue Circle West represented an exit price of 17.6 times historic earnings.

Blue Circle's share of pre-tax profits of Tolteca, Mexico's second largest cement company, fell last year from £18.7m to £15.7m. Blue Circle West, which also supplies ready-mix concrete, made pre-tax profits of £100,000 in 1988.

The British group said the proceeds would be used to expand its core businesses of building materials, consumer products and property development.

It is the world's third largest cement company behind Holderbank of Switzerland and Lafarge Coppel of France. In the 1970s Blue Circle and its partners invested heavily in expanding and modernising Mexican cement capacity to supply the local construction market.

In 1981 Mexico provided about a quarter of Blue Circle's profits.

Banesto prepares to cut through the chaos

Peter Bruce reports on a Spanish bank's plans to transform its balance sheet

For more than a year Mr Mario Conde, the chief of Banco Espanol de Credito (Banesto), has shut himself off from the public and the scandals that surrounded his ill-fated attempt to merge the bank with Banco Central.

Last week a few foreign correspondents in Madrid were offered interviews. Why? Because even though Mr Conde's last great idea - the Banco Central merger - did not work, he has had another. Banesto, Spain's third biggest bank, has the largest industrial holdings in the country outside the state-owned Instituto Nacional de Industria (INI). Last year Mr Conde spent just over Ptas50bn (\$411m) buying control of five portfolio companies - the so-called *issus* - long associated with the bank. The *issus* own Banesto shares and have holdings in many of the same industrial companies as the bank itself.

Shortly after he became president of Banesto 18 months ago, Mr Conde drew a diagram of these cross holdings to explain how the bank worked. Lines went in all directions. Last week he was still drawing the same diagram. "It is the same," he admitted. "The chaos remains."

Mr Conde's new idea is to have of the industrial shareholdings into an umbrella company, La Corporacion Industrial y Financiera Banesto (the Corporation), to create a clear distinction between banking

and industrial operations. The assets to be transferred would be revalued and would, according to Banesto, generate a revaluation surplus of about Ptas1.2bn.

Under Bank of Spain's rules governing balance sheet equity ratios, the additional capital would allow Banesto to increase its lending by a massive Ptas1,750bn - 57 per cent more than last year.

Cartisa, the largest of the *issus*, will become the focus of the new industrial group. It will absorb the other *issus* through former takeover bids and Banesto will transfer to it whatever industrial shareholdings there are on its books.

According to Mr Conde, Banesto's total industrial shareholdings are worth Ptas20bn. The bank will initially own 77 per cent of the new Corporation but has plans to sell 26 per cent, which would leave it in control and sitting on capital gains of Ptas9bn.

Banesto owns or controls Asturias de Zinc, Europe's biggest integrated zinc producer, Acerinox, a profitable stainless steel producer, Petromed, Spain's most profitable private sector oil refiner, La Union y El Fenix, a big insurance company, Valenciana de Cementos Portland, Spain's biggest cement group, and Tudor, Europe's second biggest battery producer.

The Madrid stock market values the whole Banesto group at about Ptas550bn, which implies the bank itself is



Mario Conde: no longer worried by European rivals

worth just Ptas150bn if Mr Conde's sums are right.

The Banesto chief further calculates that if extraordinary provisions and dividends from its industrial holdings are excluded from the profit and loss account "you reach the conclusion the bank itself comes practically free on a price earnings ratio of 3 or 4."

In theory, the combination of asset revaluation and capital gains (Ptas9bn plus Ptas9bn) will transform Banesto's balance sheet. There is a rub, however.

Last week Mr Conde put his proposals to the Finance Ministry, which can waive capital

gains tax. The ministry will decide by October and Mr Conde has been warning that if he does not get a tax break he might not go ahead with the plan.

This, of course, is acceptable gamesmanship. Even if he receives no tax break by his own arithmetic the capital gains still look impressive and Banesto badly needs them. Almost half the bank's unconsolidated pre-tax profits of Ptas9.3bn last year came from asset disposals.

The Treasury is apparently concerned that the industrial assets involved are merely being shuffled from one balance sheet to another under Banesto's control. Some leading members of the governing Socialist party are also uncomfortable at the sudden upsurge of speculative financial holding companies in Spain.

Mr Conde claims Banesto's Corporation will be different. "Group's like Corporacion Alba, the March family vehicle, have small shareholdings: 2 per cent of Banco Popular, 8 per cent of whatever. We have majority shareholdings, or enough to control."

"The board members in the great majority of cases are nominated by the family. Having 3 per cent is not the same thing as having 34 per cent."

By contrast, the Banesto banking business is a more complex animal and the component that probably stands to benefit most from a separation of industrial and banking inter-

ests. Already Mr Conde has put Banesto's 2,500 branches in Spain to work on winning back retail business and he has begun to widen its services - through a newly created financial services group - into corporate banking, leasing, mortgages, syndicated credits and capital markets operations.

Mr Conde is ambitious, even truculent, when he explains his plans. To one innocent question he explains: "Some times I think I have to explain everything 200 times. But that's good too. It makes you examine what you are saying."

Mr Conde is in Europe this week because, like most Spanish financiers, he has realised that Spanish companies cannot be restructured with Spanish capital alone. And after Banesto's tormented last few years - three presidents, the collapse of an affiliate bank and an abortive merger - it has a serious image problem with foreign investors.

What is certain is that, like most Spanish commercial bankers, Mr Conde is no longer worried about bigger European rivals making damaging inroads into retail banking in Spain since 1988.

With Spanish banks and saving banks, the likelihood of a foreign bank opening 2,000 branches to compete with Banesto is impossible. The only alternative is to buy a big bank," he said. Under new statutes though, no one can own more than 10 per cent of Banesto.

Fininvest earnings hit by acquisition of Standa

By Our Financial Staff

FININVEST, the Italian media and financial services group headed by Mr Silvio Berlusconi, has announced lower profits for 1988 and plans to raise fresh capital from shareholders.

The company, which does not have a stock market listing, proposes to increase capital by L1,000m (\$71.9m) in the wake of last year's acquisition of the loss-making Standa retail chain.

Capital is to be raised to L4,000m, with L790m of the increase coming from existing shareholders. The balance of

the funding operation will come out of cash-flow.

Fininvest parent company net profit fell sharply last year, sliding to L21.4m from L101m in 1987. At the group level, after-tax profits fell to L300m against L200m a year earlier.

Fininvest said the reduction in earnings resulted mostly from losses which the company had to absorb following the purchase of Standa.

The company said its turnover in 1988 was L12,600m. Revenues for the current year were expected to rise to about L16,000m.

Return to black for Wintershall

By Our Financial Staff

WINTERSHALL, the oil industry subsidiary of BASF, the West German chemicals group, is making a profit after running up a parent company loss of DM288m (\$150m) in 1988, Reuters reports.

A Wintershall official said: "We are currently in the black with the parent company's earnings. But it is too soon to make a prediction for the full year."

He gave no firm figures. The official added that Wintershall's earnings were heavily dependent on crude oil prices and the dollar exchange rate - which, because of their volatile nature, made forecasting a hazardous business.

Landis + Gyr forecasts further decline in income

By John Wicks in Zurich

LANDIS + GYR, the Swiss electrical engineering concern, expects this year's earnings to be "possibly" below the level of 1988 "in spite of a possible rise in turnover."

Last year group profits dipped by 3 per cent to SF84.5m (\$39.3m) on a 26 per cent increase in sales to SF2.2bn. The upturn resulted primarily from the acquisition of Landis + Gyr Power in the US and Lake Electronics in Ireland.

The expected decline in profits for 1989 is explained by restructuring plans aimed at

preparing the company for the world market of the 1990s and alterations in its manufacturing programme.

The fall in 1988 earnings was attributed mainly to lower investment income, higher taxes and a relatively large share of profit transfers to minority shareholders.

For the first half of the current year group sales were up 20 per cent to SF1,080m and new orders advanced by 25 per cent to SF1,280m. In part, however, these advances reflected a weaker Swiss franc.

This announcement appears as a matter of record only.

Polipropileno de Venezuela Propilven S.A.

Shareholders:

Petroquímica de Venezuela S.A. Mitsui Group
Grupo Zuliano C.A. Promotora Venoco C.A.

Project Financing Facility

U.S. \$85,419,150

Arranged by

International Finance Corporation Banque Paribas

U.S. \$47,000,000
Term LoanProvided by
International Finance Corporationand through
Participations in
an IFC Loan
by

Banque Paribas
Banque Nationale de Paris
Crédit Lyonnais
Banque Indosuez
Banque Sudameris France

U.S. \$38,419,150
Buyer CreditInsurance Guarantee from
Sace
Sezione Speciale per l'Assicurazione
del Credito all'EsportazioneInterest Subsidy from
Mediocredito Centrale
Istituto Centrale per il Credito a Medio Termine

Funded by

Banque Paribas
Banque Nationale de Paris
Crédit Lyonnais
Banque Indosuez
Banque Sudameris France

Agent

Banque Paribas

June, 1989

The securities referred to below have not been registered under the United States Securities Act of 1933, as amended, and may not be offered, sold or delivered directly or indirectly in the United States of America or to United States persons. These securities having been sold, this announcement appears as a matter of record only.

New Issue

June 1989

Johnson & Johnson

(Incorporated in the State of New Jersey, United States of America)

Australian Dollars 50,000,000
18³/₈ per cent. Notes due 1990

Bankers Trust International Limited

Banques Bruxelles Lambert S.A.

Bayerische Landesbank Girozentrale

Merrill Lynch International Limited

Algemene Bank Nederland N.V.

Amsterdam-Rotterdam Bank N.V.

ASLK-CGER Bank

Barclays de Zotte Wedd Limited

BNP Capital Markets Limited

Chase Investment Bank

Commerzbank Aktiengesellschaft

Compagnie de Banque et d'Investissements, CBI

Crédit Lyonnais

Dresdner Bank Aktiengesellschaft

Fuji International Finance Limited

J.P. Morgan Securities Ltd.

Norddeutsche Landesbank Girozentrale

Salomon Brothers International Limited

UBS Phillips & Drew Securities Limited

Westdeutsche Landesbank Girozentrale

INTERNATIONAL COMPANIES AND FINANCE

Nikko leads the way across the globe

Stefan Wagstyl on a Japanese broker's move into foreign investment management

Nikko Securities is exploding the myth which says that most Japanese brokers do not need an international strategy because they simply follow Nomura Securities, the largest group.

criticism that Nikko has been slow in developing its overseas businesses in comparison with other Big Four companies.

Deals in which the Japanese side seeks to acquire specialist skills from a foreign partner have been a key element of the Nikko's international strategy of the Big Four. In mergers and



acquisitions, Nikko and Nomura each spent \$100m on stakes in Wall Street corporate finance specialists last year. Nikko's partner Blackstone Group advised it on the Wells Fargo acquisition.

Nikko says that the deal will give it a strong presence in the US and allow it to bring to Japan modern investment techniques developed by Wells Fargo.

This is a big step for Nikko in developing its international fund management business, said a foreign investment fund management company executive in Tokyo.

Wells Fargo has \$65m under management, or about 10,000m, against 95,000m at Nikko. Together the two companies' managed funds will exceed Nomura's 117,000m. Daiwa Securities has 95,700m and Yamaichi Securities 91,100m.

Nikko and Wells Fargo have been brought together by a common interest in computer-driven investment programmes used to link the management of funds to various indices. Such "passive" techniques can be cheaper than traditional "active" management where

human managers pick stocks.

For the past six years, Nikko has bought technology and ideas from two Californian investment consulting firms - Barr Rosenberg Associates and Leland O'Brien Rubinstein. These firms have also worked closely with Wells Fargo, which has become a leading



exponent of "passive" management techniques in the US. The popularity of these methods made Wells Fargo Investment Advisors the top US company last year in terms of volume of new assets won, with \$11.5m, against \$8.2m for second-placed State Street Bank.

Mr Toshio Yokoyama, a planning division manager at

Nikko, said yesterday that shared technology was a key reason behind Nikko's decision to invest in Wells Fargo Investment Advisors. He doubted whether other Japanese houses could make similar deals, since compatibility of techniques was important.

Nikko said it had been seeking a strong business presence in the US for many years. The deal with Wells Fargo would help increase contacts with US institutions, said the group. In particular, Nikko is expected to sell its management skills in the Japanese market to US pension funds.

In Japan, Nikko hopes that the investment in Wells Fargo will increase its reputation in the growing pension fund market, which is being deregulated.

Wells Fargo's name and technology will help Nikko fight an expected challenge from foreign investment advisory groups in Tokyo.

Fujitsu takes 'strategic' stake in Poqet Computer

By Alan Cane

FUJITSU, Japan's largest computer manufacturer and the world's third largest supplier of information systems, is taking a 35 per cent stake in Poqet Computer, the US-based company chaired by Mr Robb Wilnot, former chairman of International Computers (ICI) of the UK.

Poqet, based in Sunnyvale, California, has developed an innovative, pocket-sized computer able to use software of the kind commonly run on the IBM personal computer, the world standard.

The value of the investment has not been announced, but

Mr Wilnot said yesterday that it ran into many millions of dollars, enough to take the company from prototype versions of the new personal computer to high volume production.

The deal is described as a strategic alliance that will provide Poqet with funding and credit guarantees, co-operative technology development, worldwide marketing agreements and component sourcing agreements.

Mr Wilnot said his relationship with Fujitsu was now of long standing. While at ICI, he had negotiated a technological

alliance which gave the UK mainframe manufacturer access to Fujitsu's microchip manufacturing expertise. The Poqet deal would give the company similar access to the latest very large scale integration (VLSI) technology up to 18 months before the rest of the market.

Mr Stav Prodromou, Poqet president, said the Fujitsu investment would provide the financial backing to maximise the company's technology lead. "Our association with Fujitsu gives us the market credibility required to become a leading supplier of the first truly per-

sonal computer products," he said.

Mr Michio Naruto, managing director of Fujitsu, said: "The senior management team of Fujitsu strongly supports our investment in Poqet and our co-operative technical and marketing activities."

The first few hundred Poqet computers are now being manufactured in the US ready for shipping in August. Weighing less than one pound, the machine has a typewriter style keyboard and an 80 column by 25 line display like a conventional personal computer. It will run software

such as Lotus 1-2-3 and other popular personal computer products.

The most important feature is a battery management system that will enable it to run for more than two months in normal use on two tiny cells, compared to the four hours or so typical of battery-operated computers today.

There is already considerable corporate and private interest in tiny, powerful computers of the kind Poqet is making. Atari announced a \$200 (\$310) machine earlier this year which ran versions of popular computer software.

Family stake in Cable Corp of India changes hands

By Gita Piramal in Bombay

BOMBAY'S Thackersey Group has sold most of its stake in Cable Corporation of India (CCI), a maker of insulated cables and wires, to the Khatau group, another Bombay-based family empire.

The two prominent industrial families, who are related by marriage, jointly launched

CCI in 1957 in collaboration with West Germany's Siemens and a subsidiary of Philips, the Dutch multinational. Sales for the last 15 months to March reached Rs1,226m (\$72.6m).

The Thackerseys have raised Rs90m through the sale of about 10 per cent of CCI at Rs100 per share. Mr Dilly Kha-

tan and his associates are paying more than the market price for CCI, which from Rs74 a fortnight ago also up to Rs69 when the company announced its results last week.

The change in shareholding is unlikely to affect management control, yet, but may soon do so. CCI has been under Si-

emens management. Siemens and Philips each hold 15.5 per cent stakes in CCI, but last year Siemens applied for the Government's permission to purchase the Dutch holding for an undisclosed amount. The approvals have not yet come through.

If the Siemens purchase is

not cleared, the Khataus will become the dominant shareholder and may ask for a greater say in the company's affairs. According to CCI officials, though, not all the shares sold by the Thackerseys have been bought by the Khataus.

CCI is set to start a Rs65m expansion programme.

INTERNATIONAL APPOINTMENTS

Société Générale capital market specialist to retire

By George Graham in Paris

MR DANIEL HUA, one of the grand old men of French corporate finance, has announced his decision to retire next year as deputy managing director of Société Générale, the privatised bank.

Mr Hua has been one of France's leading capital mar-

ket specialists for the past fifteen years, building up Société Générale's own new issues and trading operations, first as director of financial activities from 1974 to 1987, and in the last two years as director in charge of major corporate clients. His polished demeanour is a familiar sight, standing a foot clear of the crowd at roadshows and analysts' meetings.

He also played an important role in the Pérouse, Dauterive and Teyssie committees on the modernisation of the Paris financial markets, and more recently in the Brac de la Perrière commission on financial ethics.

The 59-year-old Mr Hua will leave his present post on September 15 and then carry out two final studies on Société Générale's financial and share-

holding structures before retiring next June.

He will be replaced in the major corporations division by Mr Leopold Jeorgier, who joined Société Générale in 1975 after a spell as deputy managing director of Air France.

Mr Jeorgier's post as head of the capital markets division will be filled by Mr Patrick Duvrigny, his deputy.

THE FRENCH Government yesterday confirmed the nomination of Mr Philippe Rouvillou as the new head of the Commissariat de l'Energie Atomique (CEA), France's state nuclear agency, and of Mr Louis Gallois as chairman of Saesma, the state aero engines manufacturer, writes George Graham.

Mr Rouvillou, who resigned last year as head of the state railways company SNCF after taking the blame for a series of fatal train crashes, replaces Mr Jean-Pierre Capron, named under the last right-wing government.

Mr Gallois, who was director of cabinet of Mr Jacques Pierrat Chevènement, the defence minister, replaces General Bernard Capillon, also named under the Chirac government.

The Government also confirmed a number of changes of state-owned companies in their positions, including Mr Pierre Delaporte at Electricité de France (EDF), Mr Francis Gntmann at Gas de France, Mr Bernard Pauche at Charbonnages de France, Mr Jean Gaudou at Pechiney, Mr Bernard Attali at Air France, and Mr Jean-Michel Bloch-Lainez at Banque Worms.

HANDY and Harman, a leading US refiner of silver and other precious metals, appointed Mr Frank Grzelecki to the newly created post of vice chairman, with effect from July 1.

Mr Grzelecki, who became a board member last December, is currently an independent consultant.

Wärtsilä announces change of helmsman

WARTSILÄ, a diversified international shipbuilding and industrial group based in Finland, announced that Mr Pekka Laine has become president and chief executive, and also chairman of the board of management, from the start of this month.

Mr Laine, 51, had been vice chairman since the end of 1985, and an executive director. The three top posts were held by Mr Tor Stolpe until his retirement at the end of June.

During 1987, Mr Laine was president of Wärtsilä Marine Industries, the 70 per cent-owned shipbuilding subsidiary.

CSR, the Australian building products and sugar group, stated that Mr Gene Herbert, deputy managing director, has decided to retire early from the company in December.

Mr Herbert, 57 this month, played an important role in the recent restructuring of CSR, particularly with regard to the divestment of the company's coal and oil and gas activities. He intends to pursue private interests after his retirement.

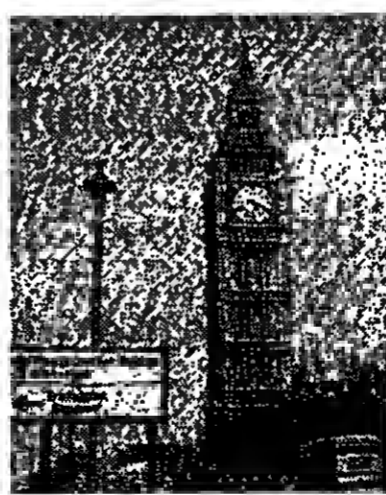
Mr Bill Bennett, presently executive director, will take over Mr Herbert's post. Mr Don Murkin, controller and company secretary, will become chief financial officer and remain company secretary.

AT JOHN Labatt, the large Canadian-based brewing and food products group controlled by the Brascan conglomerate, Mr Sidney Olant is to become president and chief executive with effect from September 7.

Mr Olant, born in 1940 and currently president of the Labatt Brewing unit, will take over roles held by Mr Peter Widdington, who will then devote full time to his remaining top post of chairman.

Mr Widdington noted that since Mr Olant became president of Labatt Brewing in 1980, its national market share of the Canadian beer business has increased from 37 per cent to reach 43 per cent this year.

Steady on course Helaba Frankfurt



Hessische Landesbank again operated successfully in 1988. The year's accounts showed increases in all important balance sheet items and solid earnings.

The balance sheet total rose by 4.6% to DM 74.8 billion, and business volume was up by 4.4% to DM 76.8 billion.

The emphasis in lending remained on long-term fixed-rate credits which advanced by DM 1.1 billion to DM 34.8 billion, accounting for 47% of total assets.

At year-end, the bank's own mortgage and municipal bonds outstanding amounted to DM 32.8 billion.

The results achieved in 1988 enabled the Bank to make extensive risk provisions as well as an allocation to undisclosed reserves. Net income for the year, after taxes on income and assets, was DM 56.5 million.

Table with 4 columns: Financial Highlights DM million Dec. 31, 1986, 1987, 1988. Rows include Business volume, Balance sheet total, Total credit volume, Short-term assets, Long-term loans, Short-term liabilities, Long-term liabilities, Bonds issued, Capital and reserves, Net income.

DM 30 million were added to revenue reserves, leaving a distributable profit of DM 26.5 million to pay a dividend of 5% to the shareholders. Hessische Landesbank's liable funds, comprising revenue reserves and the unchanged capital of DM 530 million, now amount to DM 1,426 billion.

Helaba Frankfurt Hessische Landesbank-Girozentrale

Head Office: Jungfernstieg 10-26 - D-6000 Frankfurt/Main - Telephone (069) 122-01 - Telex 415 291-0 New York Branch: 499, Park Avenue - New York - New York 10022 - Telephone (212) 371 25 00 - Telex 214 426 London Branch: 8, Moorgate - London EC2R 6GD - Telephone (01) 726 45 54 - Telex 88 75 11 Helsinki Branch: Helsinki - Hessische Landesbank International S.A. - 4, Place de Paris - Luxembourg - Luxembourg - Telephone (352) 499 40 11 - Telex 3295 helala

LIVES 1000 LIMITED (Incorporated in the Cayman Islands) Guaranteed Floating Rate Notes due 1989

Bank America Corporation (Incorporated in the State of Delaware) U.S.\$400,000,000 Floating Rate Subordinated Capital Notes Due 1997

FLASH EIGHT LIMITED U.S.\$30,000,000 Secured Floating Rate Notes Due 1993

THE SANWA BANK LIMITED Agent Bank

Saitama International (Hong Kong) Limited (Incorporated in Hong Kong) US \$100,000,000 Guaranteed Floating Rate Notes Due 1995

DSB NORWEGIAN STATE OBLIGATIONS A.S. (STATENS OBLIGATIONS) Floating Rate Notes due 1989

INTERNATIONAL COMPANIES AND FINANCE

Belzberg family poised to bid for Armstrong

By Roderick Oram in New York

THE BELZBERG family, famed for aggressive corporate raids, appears poised to launch a takeover bid for Armstrong World Industries, an international manufacturer of floor coverings and other interior furnishings.

Stock in the Pennsylvania-based company leapt \$4 to \$47 1/2 on heavy volume yesterday morning, valuing the company at about \$2.2bn. Analysts value it at roughly \$55 a share, or \$2.5bn.

Two companies affiliated with the Canadian family accumulated a 9.85 per cent stake in Armstrong between May 3 and June 30 at between \$37 and \$43 1/2 a share, the Belzbergs said in a filing with the Securities and Exchange Commission.

The family said it would seek regulatory approval to buy 50 per cent or more of Armstrong's stock. If it won

control it said it would sell the group's furniture and industrial products operations, but retain floor coverings and building products, its core activities.

First City Financial, the Belzbergs' main corporate vehicle, has discussed takeover agreements with banks though no agreement has been reached. The family said it had asked to meet Armstrong to propose a merger.

"We have no interest in meeting with the Belzbergs," said Mr William Adams, Armstrong's chairman. "Based on a review of, among other things, the Belzbergs' past record and experiences to date, the board concluded that no interests of the many groups closely associated with Armstrong would be served by meeting with them."

The Belzbergs said they would file a suit to try to block

Armstrong's poison pill. This comprises an employee share ownership plan and Armstrong's intention to buy back 8m, or some 17 per cent, of its shares, announced on June 20.

The Belzbergs said that Armstrong asked them on June 26 if they would tender their shares, but they rejected the suggestion. Armstrong said yesterday that it would file a suit against the Belzbergs and seek court validation of its poison pill.

Management defended its record, saying it had achieved an average 20 per cent annual return for shareholders over the past 10 years. It reported net profits of \$162.7m, or \$3.51 a share, on revenues of \$2.68bn last year.

The company has spent heavily on new plant and acquisitions in recent years, underpinning its leadership of world markets.

Texas bank seeks end to government holding

By Roderick Oram in New York

FIRST City Bancorporation of Texas is seeking a way for government regulators to sell the 18 per cent stake they took in the Houston holding company when it was rescued a year ago.

The government holding, worth some \$96m at current prices, has been a stumbling block in First City's efforts to expand by rescuing other banks. It is the state's third largest banking group.

Though originally a front runner to acquire the failed banks of MCorp of Dallas, the Government sold the assets last week to Banc One of Ohio. Regulators said First City was handicapped because the Government was an investor in both it and the Dallas banks.

The Government took its stake in First City as part of a recapitalisation by a group of investors led by Mr Robert Abbound, a former chief executive of First Chicago. The stake consists of junior preferred stock convertible into common shares and warrants to buy common. If all the options were exercised, the stake would equal 18 per cent.

First City said the Government could sell the stake to it or to third parties, realising a return on its investment of 50 per cent in just over a year.

The Government had backed First City recapitalisation with \$970m of Federal assistance. Mr Abbound's group had raised \$500m of equity to gain control of the holding company.

Two other failed Texas bank holding companies are for sale through the Government but First City declined to comment on whether it would bid. They are Texas American Bancshares and National Bancshares of Texas.

Computer groups plan joint study

By Louise Kehoe in New York

COMPUTER industry groups that have been at odds over issues related to "open systems standards" have agreed to collaborate in a comprehensive US market study to determine the real needs of computer users.

The effort may mark a turning point in the industry-wide debate over open systems - standards that will enable a variety of computers to communicate and share software and data.

The Open Software Foundation, whose members include IBM, Hewlett-Packard and Digital Equipment, Unix International, with more than 50 member companies led by AT&T, and X/Open, a European-based group, have agreed to participate in the study, called Strategies for Open Systems.

The study was initiated by the California-based /usr/ group, a trade association representing users and vendors of Unix-based computers.

AT&T's Unix operating system, a program that controls the functions of a computer, is at the centre of the open systems debate.

OSF and Unix International have each chosen different versions of Unix as the basis for moving toward industry-wide computing standards.

According to many industry observers, the views of computer users have been forgotten in the computer manufacturers' feud. The new market study aims to correct that situation.

The study, which the participants says will be the largest ever conducted of the US Unix computer market, will be managed by the DMR Group, a Boston management consulting firm.

Sixty US companies - both

vendors and users of information technology - are being recruited to fund the \$1.5m venture. Twenty companies have already agreed to participate.

"The programme will provide a unique opportunity for vendors from all sides of the industry to develop common reference information," said Mr Donald O'Shea, vice president, operations, Open Software Foundation.

He said the "collaboration between vendors and users will help to bridge existing gaps as well."

The study will investigate many aspects of open systems, including technology, the growing market, user requirements, and customer attitudes and knowledge, and examine issues regarding the planning and implementation of open systems.

Strategies for Open Systems

should be a valuable vehicle to help launch the open systems decade," said Mr Peter Cunningham, president of Unix International.

"It is our hope that this programme will help bring clarity to the marketplace and stimulate the growth of Unix System V-based systems," he said.

Mr Stephen Lowan, chief marketing officer of X/Open, said that the study "should help considerably in the process of capturing the user experience with open systems."

"We have seen significant demand for user-oriented tools for planning, cost justifying and implementing open systems," he said.

"We anticipate that the programme, in providing these, will help organisations move forward with open systems strategies."

Inter-City Gas Corporation, the Toronto-based energy group, is selling its gas utility group, and propane businesses to West Coast Energy Inc (WCEI) (US\$607m).

The deal is part of a large-scale reorganisation of the ICG Group, which is controlled by the big financial services conglomerate Central Capital Corporation of Toronto.

ICG will continue as a public company, operating in the energy products business sector.

The reorganisation, subject to Competition Bureau approval over the next three or four months, is structured so that the net proceeds of the sale go directly to ICG shareholders.

They will continue as shareholders of the ICG energy products business.

As part of the deal, West Coast Energy will sell the propane business to Petro-Canada, the national oil and gas company. It has a value of C\$265m.

For the utilities business, Inter-City shareholders will receive C\$462m cash, plus an amount equal to their after-tax earnings from October 1 1989 until the closing date of the deal, less the amount of any non-trade debt.

Central Capital said it expects the reorganisation to earn Inter-City shareholders about C\$22.60 to C\$23.60 per share.

Pulp producers fail to achieve price increase

By Robert Gibbens in Montreal

NORTH AMERICAN pulp producers have failed to get the price of northern softwood bleached kraft increased on July 1, despite continuing demand worldwide.

The North American price, which now stands at US\$840 a tonne, has been increased every quarter since late 1986.

Scandinavian and European producers raised their prices on July 1, although these are still below dollar prices.

Underlying market conditions may enable producers to raise North American prices on October 1, say analysts.

Cable TV company may be preparing bid for Time

By Roderick Oram in New York

THE FIGHT for Time Inc. became yet more complicated yesterday with signs that a small cable television company might be preparing a bid for the giant media group, possibly with the backing of Mr Robert Bass, the wealthy Texas investor.

A lawyer for Time disclosed in a letter to a Delaware judge that Cablevision Systems, a three-year old company with revenues last year of \$493.5m, was "actively considering" a bid. Time has already rejected a \$200 a share, \$12.2bn offer from Paramount Communications.

Cablevision, which has cable operations in the New York

suburbs, Michigan and Ohio, failed in a court effort with Mr Bass and Mr Jerrold Perenchio, a Hollywood producer, to try to block Time's recent annual meeting. Time is a leading cable system owner and supplier of programmes.

Cablevision, Time and Mr Bass's staff all declined to comment on the lawyer's letter. The subject arose because consideration of a bid would prevent the Cablevision group of investors from presenting some documents to the court in their efforts to block Time's proposed takeover of Warner Communications.

Time's stock rose 3 1/2% to \$157 1/2 on the news.

Canadians square up to US gas import demands

Larry Donovan on problems of an export success

Strong economic activity in the US is prompting a record volume of Canadian natural gas exports.

It is estimated that 1,400bn cu ft (bcf) of natural gas, most of it from Alberta, will be sold to the US this year - an increase of 12 per cent over 1988 levels. This would boost Canada's share to 3 per cent of the US market, nearly double the share it enjoyed just three years ago.

But there is a hollow ring to the upsurge in exports. The current wellhead price is low at around C\$1.60 per million cu ft (mcf), against C\$2.18 in 1986 and C\$2.50 when government regulation of the market was at its height in the early 1980s.

This means that the present gas price is effectively equivalent to or less than its replacement cost, according to Mr Richard Hillary, general manager for oil and gas at the Independent Petroleum Association of Canada. He warns that if the industry is to remain "robust," it cannot live with this situation for much longer.

Producers are being further hampered by a shortfall in pipeline capacity. Sales to the US could be much higher if there were more pipeline space, but the system is already under strain coping with today's export levels.

Happily for producers, relief is on the way. Expansion is planned for the new market in

Canadians square up to US gas import demands

The US north-east and the established market in California, Statistics Canada, a federal agency, expects expenditure on pipeline construction to jump by 70 per cent this year to C\$1.24bn (US\$1.04bn).

Mr Bob Marriot, president of the Pipe Line Constructors Association of Canada, said contractors were "very optimistic" about the future after five lean years. "All the work this year has been generated by gas sales," he adds. A similar picture is expected next year, as key players begin to develop plans which may be the unsung North American megaprojects of the next decade.

The most prominent proposals before regulatory agencies add up to about C\$1.5bn and could almost double Canada's natural gas export capacity.

- Pacific Gas Transmission plans a big expansion of its pipeline from the Alberta-US border to California.
- The Altamont Gas Transportation project envisages a pipeline from Alberta to Wyoming to link in with the same California market.
- Northern Border proposes to upgrade its existing pipeline and to build an extension into the US Midwest.
- Nova is planning a substantial expansion of its already huge Alberta system.
- Several groups have applied to build extensions on to the east end of the TransCanada

system in eastern Canada, and there is also a concerted effort to pipe gas out of the Canadian Arctic. This could eventually lead to the construction of a new C\$4.8bn pipeline.

Mr Hillary calculates that if all proposed pipeline projects were approved over the next four years, Canadian natural gas exports would rise to about 2,500 bcf annually. (The Canadian Petroleum Association puts marketable reserves at 95,000 bcf. This could coincide with increasingly tight domestic supplies in the US and create a window of opportunity for Canadian producers.)

But Mr Hillary is sceptical of Canada's ability to sustain exports at these levels for a long period. By 1997, he estimates, the Canadian natural gas industry would be "scrambling to maintain that level of deliverability through new discoveries."

Currently, however, exploration budgets are suffering, following the restructuring in the Canadian oil sector during which thousands of skilled exploration and production jobs in order to cut costs.

The restructuring has also resulted in debt-ridden corporations selling oil and gas properties. Nearly C\$2bn of assets are on the block, with the buying led by groups such as Imperial Oil, Nova, Amoco Canada and Mobil.

Inter-City Gas sells divisions

By Robert Gibbens

Inter-City Gas Corporation, the Toronto-based energy group, is selling its gas utility group, and propane businesses to West Coast Energy Inc (WCEI) (US\$607m).

The deal is part of a large-scale reorganisation of the ICG Group, which is controlled by the big financial services conglomerate Central Capital Corporation of Toronto.

ICG will continue as a public company, operating in the energy products business sector.

The reorganisation, subject to Competition Bureau approval over the next three or four months, is structured so that the net proceeds of the sale go directly to ICG shareholders.

They will continue as shareholders of the ICG energy products business.

As part of the deal, West Coast Energy will sell the propane business to Petro-Canada, the national oil and gas company. It has a value of C\$265m.


For the utilities business, Inter-City shareholders will receive C\$462m cash, plus an amount equal to their after-tax earnings from October 1 1989 until the closing date of the deal, less the amount of any non-trade debt.

Central Capital said it expects the reorganisation to earn Inter-City shareholders about C\$22.60 to C\$23.60 per share.

New Issue

These Bonds having been sold, this announcement appears as a matter of record only.

July 1989



LONDON & EDINBURGH TRUST
EUROPEAN FINANCE B.V.
Amsterdam, The Netherlands

DM 100,000,000
7 1/2% Bearer Bonds of 1989/1996
Irrevocably and unconditionally guaranteed by

LONDON & EDINBURGH TRUST PLC
London, England

Issue Price: 99 3/4%
Repayment: July 5, 1996
Listing: Frankfurt (Main)


BHF-BANK

Banca del Gottardo	Banque Paribas Capital Markets GmbH	Bayerische Vereinsbank Aktiengesellschaft
DG BANK Deutsche Genossenschaftsbank	Industriebank von Japan (Deutschland) Aktiengesellschaft	Landesbank Rheinland-Pfalz - Girozentrale -
Schweizerischer Bankverein (Deutschland) AG Investment Banking	Sumitomo Bank (Deutschland) GmbH	

BANEXI
the merchant bank of
Banque Nationale de Paris
and
Robertson, Stephens & Company
are pleased to announce the formation of

BNP/RCS Atlantic Fund

The Fund will invest in predominately late stage, privately held, U.S. based companies in emerging growth industries.



Transport group improves earnings for first half

CSX, THE diversified US transport group which has undertaken a large-scale restructuring programme, unveiled much-improved results for the second quarter and half year, AP reports.

The group took second quarter net income to \$151m or \$1.45 a share compared with a loss last time of \$160m, on revenue of \$1.97m against \$1.91m. The same quarter a year ago, however, included a special pre-tax charge of \$73m, the bulk of which was used as separation payments to rail employees.

At the six month stage the group registered net income of \$233m or \$2.18, compared with a loss of \$96m, with revenues advancing to \$3.82bn from the \$3.65bn recorded the year before.

The group sold its natural gas pipelines for \$646m to Transco Energy of Houston at the end of last year. The sale marked the second stage of CSX's divestment of the energy properties which it had bought five years before.

CSX said that \$7.2m of its shares had been repurchased at an average price of \$31.92 a share.

The remainder of the 60m shares authorised for repurchase as part of the company's restructuring programme will be rebought on the open market or in privately negotiated transactions.

CORPORATE ENTERTAINMENT


The Financial Times proposes to publish this survey on:

12th September 1989

For a full editorial synopsis and advertisement details, please contact:

Wendy Alexander on 01-873 3524/4893


U.S. \$100,000,000



TNT Limited
Subordinated Floating Rate Notes Due 1996

Interest Rate	9.6625%
Interest Period	6th July 1989 8th January 1990
Interest Amount per U.S. \$100,000 Note due 8th January 1990	U.S. \$4,992.29

Credit Suisse First Boston Limited
Agent Bank




NEVI
A/S NEVI

DKK 600,000,000 Floating Rate Notes due 1993
Tranche A of DKK 300,000,000

In accordance with the provisions of the Notes, notice is hereby given that, for the three months period, 6th July, 1989 to 6th October, 1989, the Notes will bear interest at the rate of 9.875 per cent per annum. Coupon No. 12 will therefore be payable on 6th October, 1989 at DKK2523.61 per coupon for Notes of DKK 100,000 nominal.

Agent Bank
KANSALLIS-OSAKE-PANKKI
London Branch

U.S. \$100,000,000




BIL
Brierley Investments Overseas N.V.
(Incorporated with limited liability in the Netherlands Antilles)

Floating Rate Notes Due 1992
all unconditionally and irrevocably guaranteed by
Brierley Investments Limited
(Incorporated with limited liability in New Zealand)


In accordance with the terms and conditions of the Notes, notice is hereby given, that for the interest period from July 6, 1989 to October 6, 1989 the Notes will carry an interest rate of 9.45% per annum. The amount payable on October 6, 1989 will be U.S. \$241.50 per U.S. \$10,000 principal amount of Notes.

By: The Chase Manhattan Bank, N.A.
London, Agent Bank



July 6, 1989

£200,000,000




ABBEY NATIONAL BUILDING SOCIETY
(Incorporated in England under the Building Societies Act 1874)

Floating Rate Notes 1993

In accordance with the provisions of the Notes, notice is hereby given, that for the three month interest period from July 5, 1989 to October 5, 1989 the Notes will carry an interest rate of 14.10% per annum. The interest payable on the relevant interest payment date, October 5, 1989 will be £355.40 per £10,000 principal amount of Notes.

By: The Chase Manhattan Bank, N.A.
London, Agent Bank



July 6, 1989

INTERNATIONAL CAPITAL MARKETS

US long bonds weak in thin trade as dollar falls

By Anatole Kaletsky in New York and Stephen Fidler in London

THE FALLING dollar led to a further setback for the US bond market after last month's big gains, but losses were moderate and mainly confined to the long end of the maturity spectrum.

Trading was light and mainly confined to dealers squaring their positions as they awaited new signals on monetary policy from the Federal Open Market Committee, meeting in Washington yesterday and today.

The long end of the bond market suffered losses of up to 250,000 or more might forestall the prospective easing.

UK GOVERNMENT bonds ended the day slightly higher, after a patch of selling, apparently led by futures, depressed the market in morning trading.

Some early Japanese buying rallied the market at the opening. Then on the London Inter-national Financial Futures Exchange, the failure of the September long-gilt contract to breach the important 95-00 level was cited as a reason for some technically orientated traders to become sellers.

Nevertheless, the continued firming of sterling against both the dollar and the D-Mark helped the market to recover in afternoon trading, which terminated early because of the transport strikes in the country.

On its trade-weighted index calculated by the Bank of England, sterling ended at 91.8, up 0.8 on Tuesday. The benchmark 2008-07 gilt closed at 115.2, up 1/4 on the day.

THE JAPANESE market rallied significantly, with the perceived prospects for lower US interest rates overcoming

caution caused by the difficulties of the ruling Liberal Democratic Party in Tokyo.

The benchmark No 111 issue closed to yield 5.82 per cent, 6 basis points lower than on Thursday night. Dealers said that the concentration of activity in the benchmark betrayed the speculative nature of much of the business, with side commercial issues and Euroyen bonds remaining inactive.

THE WEAKER dollar and the prospects for lower US interest rates boosted the West German market too, with Bunds closing some 15 to 25 basis points higher on the day.

The Bundesbank announced that it would inject DM40.6bn into the banking system through two repurchase agreements. This more than replaced the DM54.1bn of repurchase pacts that were rolling off, and helped the bond market further.

Fixed-rate 28-day agreements at 6.5 per cent injected DM26.1bn into the system, and variable rate 42-day pacts injected DM14.5bn at rates between 6.65 and 7.10 per cent.

Saudi fund to borrow \$660m from 11 banks

SAUDI ARABIA'S Public Investment Fund (PIF) has signed an agreement with an 11-bank syndicate to borrow \$660m for five years, in apparently the first dollar-denominated borrowing by Saudi Arabia since the late 1950s, agencies report.

National Commercial Bank, the largest commercial bank in the kingdom, is the lead manager of the loan, priced at 1/4 percentage point over Libor. The agreement calls for a one-year grace period on principal. The syndicate, comprising most Saudi domestic banks and external institutions with Saudi government shareholdings, was headed by Ahmed Alkhalil, the Saudi Finance Minister, signed the pact on Monday in Riyadh. Bankers in the region said it was the first significant borrowing by the PIF in the international market.

PIF, established by the Saudi Government in the early 1970s, to provide low-interest or no-interest financing for industrial development projects, is chaired by the Saudi Finance Minister. Observers in Saudi Arabia thought that the Government could be using the PIF as an indirect way of financing its budget deficit, projected at just under \$7bn for 1988.

Saudi Arabia has run up a huge deficit every year since the early 1980s, but has been traditionally shy of raising funds publicly both for religious reasons and because of memories of a borrowing spree that threw the economy into a tailspin in the late 1950s.

Under Islamic law it is illegal to make or accept interest payments.

In mid-1988, after its foreign reserves began running low, the Government started issuing Saudi Riyal-denominated Treasury bonds locally to cover the spending gap. Its first borrowing in a quarter of a century.

The kingdom issued an estimated SR40bn in bonds in 1988 and in January announced it would sell another SR50bn this year.

Bankers say commercial banks have bought only a portion of the bonds, with government institutions taking up the rest.

Economists believe the PIF may have been buying a large number of the bonds and might now be seeking funds to cover these or finance more.

Bahrain-based Arab Saudi Bank and a group of private UK and Arab interests have set up an investment company targeting the European market.

Arab Saudi, an offshore bank registered in the Cayman Islands, will hold a 22 per cent stake in the International Investment Company (IIC), which will be registered in Bahrain.

Officials said IIC, with initial paid-up capital of \$7.5m and authorised capital of \$15m, has been created to channel business initially from Arab Saudi's existing client base to various investments in the European market.

The bank has been seeking investors for the concern for about two years, Mr Tarek Ahmed Mowafi, IIC's chief executive, said.

Three UK investors are among IIC's 33 shareholders, while the remainder are Saudi, Bahraini, Egyptian and Egyptian investors. Arab Saudi Bank holds the single-largest block of shares, but Mr Mowafi, an Arab Saudi vice president, noted there is no single controlling shareholder in IIC.

The new concern, which will aim at European equity and real estate investments, among others, is chaired by Sheikh Mohamed Amin Al-Dabbas, Saudi entrepreneur and vice chairman of Arab Saudi Bank. He has extensive investment holdings, largely focused on the US, and is also a director of Bahrain-based Trans-Arabian Investment Bank.

BENCHMARK GOVERNMENT BONDS

Table with columns: Country, Coupon, Red Date, Price, Change, Yield, Week ago, Month ago. Rows include UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market.

Table with columns: Issuer, Maturity, Coupon, Yield, Price, Change, Week ago, Month ago. Rows include US Dollar, Yen, Swiss Franc, etc.

Table with columns: Issuer, Maturity, Coupon, Yield, Price, Change, Week ago, Month ago. Rows include Australia, Canada, Denmark, etc.

Indian bank sets up offshore fund

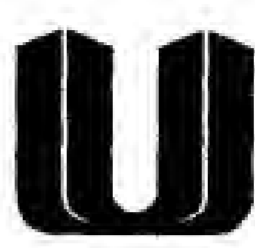
By R.C. Murthy in Bombay

STATE BANK OF India, the country's largest commercial bank, is to launch a \$100m annual fund, India Magnum Fund, in the US.

It will be India's third offshore fund, and has been delayed by nearly nine months, following the less than successful India Growth Fund (IGF) sponsored by Unit Trust of India last year. The size of IGF was cut to \$60m from a planned \$100m following a shift in investor preference to fixed-income securities. A second tranche is due later this year.

State Bank has chosen Morgan Stanley to manage India Magnum overseas. Unlike the two existing funds, India Magnum is to be marketed to institutional investors, mainly in the US.

This announcement appears as a matter of record only June, 1989



Unilever N.V.

Lit. 150,000,000,000 12 3/4 per cent. Notes due 1994

Issue Price 101 3/8 per cent.

Istituto Bancario San Paolo di Torino

- Bankers Trust International Limited, Algemene Bank Nederland N.V., Amsterdam-Rotterdam Bank N.V., Banca Nazionale del Lavoro, Banco di Roma, Banque Bruxelles Lambert S.A., Credito Italiano, Swiss Bank Corporation Investment Banking, Dresdner Bank Aktiengesellschaft, Westdeutsche Landesbank Girozentrale, Banca Commerciale Italiana, Banco di Sicilia, Banco di Napoli, Banque Generale du Luxembourg, Banque Internationale à Luxembourg S.A., Compagnie Monegasque de Banque, Euromobiliare S.p.A., Generale Banque, IMI Capital Markets Luxembourg S.A., Italian International Bank plc, Kredietbank N.V., Sumitomo Finance International

THE TOP 1000

World Banks

EXCLUSIVE! - THE CAPITAL CRUNCH!

For 20 years, THE BANKER has provided invaluable, in-depth analysis and key listings of the top world banks. This July, for the first time ever, we rank the TOP 1000 LEADERS in world banking, based on the Basic definition of Tier 1 Capital. This means that THE BANKER now brings you the most wide-ranging, independent analysis of the world banking industry we have ever published.

THE BANKER A FINANCIAL TIMES MAGAZINE

Subscription form with fields for Name, Address, Postcode, Country, and checkboxes for various services.

INTERNATIONAL CAPITAL MARKETS

World Bank's Euromark issue meets firm reception

By Katharine Campbell

THE World Bank Euromark deal, for which the market was waiting, emerged late yesterday, but met with a firm reception despite the timing. It is the first straight D-Mark issue since mid-June, and the first top quality borrower for considerably longer.

day, activity was concentrated in other currencies, where borrowers were often taking advantage of swap windows. In a relatively unusual move for a North American borrower, GMAC Canada launched a £100bn five-year issue which pays a 13 per cent coupon. Banco di Roma and Paribas Capital Markets were joint lead managers.

between New Zealand dollar fixed-rate funds and Australian floating rate bank bills. Dresdner International Finance brought a five-year FR750m issue which appeared to have found interest almost anywhere but in France. Bearing a 9.00 per cent coupon and priced at 95 basis points over comparable domestic government paper, the issue was trading on full fees at a 1 1/4 per cent discount to issue price.

Life breaks record three months in succession

By Stephen Fidler

THE LONDON International Financial Futures Exchange (Liffe) posted its third successive month of record volume in June, passing the daily 100,000-contract mark for the first time.

Regulation falls to the old boys

Traders have little time to write their own rules reports Norma Cohen

The resignation announced earlier this week of Mr Stanislas Yassukovich from his post as chairman of Merrill Lynch Europe/Middle East has raised again the question of whether the City of London's regulatory structure really allows - as it is meant to - self regulation by practitioners.



Stanislas Yassukovich remains as TSA chairman

Mr Yassukovich, while remaining as an advisor to Merrill, is staying on as chairman of the Securities Association, the self-regulatory body governing the securities industry.

in January 1988, when the latter was promoted to a more senior position at Swiss Bank Corporation. The Securities Association's important Rules Committee, which writes the rules that market makers must play by, consists of eight "full members", two of which are outsiders to the industry. More significantly, there are six "co-opted members" who, by all accounts, are responsible for much of the output of the committee. These include the compliance officers for Merrill Lynch, Goldman Sachs, Morgan Grenfell, Alexander Leasing and Crutwickbank and Selomom Brothers - all of whom have legal backgrounds rather than trading experience.

INTERNATIONAL BONDS

at a 1.3 per cent discount to the issue price of 100.75. At a yield of 6.83 per cent, the paper compares favourably with the recent government paper of the same coupon, which yields around 6.68 per cent. Yesterday's buyers were mostly non-domestic because of the timing of the deal.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Borrower, Amount, Coupon, Price, Maturity, Fees, Book runner. Lists various international bond issues from companies like Deutsche Bank, BNP, and Dresdner.

LIFE IN THE EURO

Nearly 490,000 German government bond contracts traded in June, up 20 per cent on the previous month. Officials also point to climbing volume of the FT-SE 100 contract, up to 97,000 contracts in June from 70,000 in May.

NAB to raise A\$300m

By Our Euromarkets Staff

NATIONAL Australia Bank, the third-largest Australian commercial bank, which acquired Clydesdale, Northern and National Irish Banks from Midland Bank in 1987, has filed with the US Securities and Exchange Commission to make a global offering of 55m ordinary shares to raise more than A\$300m (US\$230m).

Oslo bourse sets record

By Karen Fosell in Oslo

THE OSLO bourse, this year one of the world's top performers, has achieved record half-year turnover of Nkr47bn (\$6.7bn) according to latest figures released by stock exchange officials.

Government bonds as well

Government bonds as well as mortgage and domestic bonds will be settled by Cedeal both free and against payment. Svenska Handelsbanken has been appointed depositary for the bonds.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

Table showing FT-Actuaries Share Indices for various sectors like CAPITAL GOODS, CONTRACTING, ELECTRONICS, etc. Includes columns for index value, change, and year-to-date performance.

FIXED INTEREST

Table showing Average Gross Redemption Yields for various fixed interest instruments like British Government, Medium Coupons, High Coupons, etc.

LONDON MARKET STATISTICS

RISES AND FALLS YESTERDAY

Table showing market statistics including Rises and Falls Yesterday, LONDON RECENT ISSUES, and RIGHTS OFFERS.

LONDON TRADED OPTIONS

A STRANGE tale unfolded on the London Traded Options Market yesterday, as one or two stocks developed in general little at all.

Table showing London Traded Options for various stocks like British Airways, British Telecom, etc. Includes columns for call and put options, prices, and volumes.

FIXED INTEREST STOCKS

Table showing Fixed Interest Stocks with columns for issue price, amount, and dates.

TRADITIONAL OPTIONS: Jun 25 Calls in Tuskor, Butte Mining, Bala, etc.

Adjoining index 2171.5, 10 am 2169.8, 11 am 2172.5, Noon 2175.8, 1 pm 2173.5, 2 pm 2172.7, 3 pm 2166.4, 4 pm 2167.7, 4 pm 2163.5

UK COMPANY NEWS

Morgan Stanley intends to make a market in Isosceles

By Nikki Tait

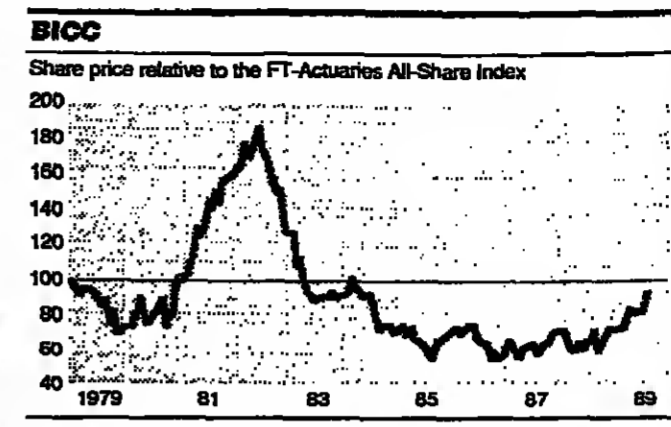
MORGAN STANLEY Securities, part of the US investment bank, said yesterday that it intended to make a market in Isosceles units if the newly-formed company's £30m-plus bid for Gateway, the UK food retailer, is successful. Morgan Stanley is the second securities operation to suggest that it would like to make a market in the units - each comprising three ordinary shares and nine preference shares - if Isosceles wins. Salomon Brothers, which was employed by Isosceles to value this paper element in the bid, has made similar noises. However, like Salomon, Morgan Stanley might face Take-over Panel restrictions. The Panel has said that, in both cases, it would only consider requests if/when the Isosceles offer becomes unconditional. The regulatory body warns Gateway shareholders that it could impose an unspecified delay between the offer becoming unconditional and permission being given for market-making to start. The problems arise in Salomon's case because, by virtue of its valuation work, it could be taken to be in concert with Isosceles. Yesterday, the Panel indicated that similar difficulties might arise with Morgan Stanley, given that the bank's corporate finance arm is advising Asda, another food retailer, which will buy the bulk of Gateway's superstores from Isosceles if the UK bidder wins. From this it could be argued that Morgan Stanley has an interest in the outcome of the bid. The Panel has already made clear that it has no objection to a market-making facility being provided in due course, and has also suggested, in both cases, that it would hope to reach a decision rapidly about when this could start. Yesterday, Morgan Stanley Securities maintained that it reached its decision independently of the corporate finance arm. It said that its market would be in Isosceles units - each comprising three ordinary shares and nine preference shares - although added that at some stage separate markets in the two types of share might develop. The units are being offered to Gateway shareholders under Isosceles' cash and paper alternative offer. Isosceles also has a cash option of 230p per Gateway share, but this has been overtaken by the rival 242p share offer from the rival US-backed bidder, Newgateway. Morgan Stanley added that it did not expect the units to be listed in London, but that they would probably be quoted on Reuters. It declined to discuss what value its own analysts had put on the units. Salomon has suggested 280-270, which is equivalent to 30p-35p per Gateway share, but other analysts' estimates vary. Last night, Newgateway dismissed the Morgan Stanley initiative, claiming that "the number of market-makers is irrelevant - what matters is the long-term value of the units". With another seven working days to go before the Isosceles offer reaches its final close, this seems set to be the centre for further attacks from the Newgateway/Gateway camps.

Radical changes in a quiet revolution

David Waller looks at the transformation of BICC achieved by Sir William Barlow

BICC MAKES electrical cables and builds roads, power stations and tunnels and, as such, it is hardly an obvious candidate to qualify as a "go-go" stock. But over the last year its shares have outperformed the market by 36 per cent and, in recent months, the company has walked forth onto the acquisition trail. BICC - best known as the owner of Balfour Beatty - is one of several UK groups which have enjoyed a substantial rerating over the last year as investors have woken up to the implications of an upturn in spending linked to the impending privatisation of the electricity industry. Along with GBC and Hawker Siddeley, it is exposed to a sector which could - over the medium term at least - grow considerably faster than the rest of the economy. A significant part of BICC's rerating is due to retrospective appreciation of the radical changes wrought by both Sir William Barlow, chairman of the group since January 1985 and a former chairman of the Post Office, and Mr Robin Biggam, who joined as managing director a year later. Sir William, who came aboard as chief executive in July 1984, inherited a good deal of City disillusion. Lord Penneck, his predecessor as chairman, had taken BICC into the electronics sector to counter a cyclical decline in the cables business. At the turn of the decade, investors had wrongly sensed the dawn of a new high-tech

era and the shares outperformed the market by more than two and a half times between 1980 and 1982. Unfortunately, the performance did not live up to the promise. Earnings per share fell by 19 per cent in 1981/82 and by 18.5 per cent the following year. The computer peripherals business into which BICC had diversified was ravaged by recession. The shares went into reverse, dropping nearly threefold against the market between mid-1982 and mid-1985. Sir William says now that there was little point in talking to a sceptical City when he first took the reins. Instead, he mounted a quiet revolution. Phase one of the reorganisation included: a complete overhaul of senior management. If one compares the board as it was constituted at the end of 1983 with the board now, it is pertinent to note that all the executive directors have changed. "The company has been taken over," says Simon Hayes of Laing & Crutchfield, who observed yesterday, "not by a predator but by Sir William." A rationalisation of the UK cables business. Between 1983 and 1986, the head-count in this division fell by a quarter. This cost £23m in 1986 alone (taken below the line) and gave rise to an impressive rise in margins against a backdrop of basically static sales. Between 1984 and 1988, sales in the division grew from \$494m to \$583m; sales per employee climbed from £44,800 to £62,000; and margins rose from 4.7 to 7.8 per cent. A tidying-up of BICC's Australian interests. In 1984, BICC owned 64 per cent of Metal Manufactures and - via a complex web of cross-holdings and minorities - was the largest cable manufacturer in the Antipodes. A series of transactions saw all its Australian businesses put under the control of Metal Manufactures. The technologies division was rationalised. Boschert, a supplier to the personal computer industry, was sold in 1986, and in the following year Selectro and Vero Connectors were sold to IFF for £33m. Last month, BICC signalled a change of strategy for this division with a \$44m tender offer for Andover Controls, a US designer of systems for "intelligent" buildings. The aim is to expand in areas complementary to the core businesses in cable and construction. By contrast with all this activity in the cables business,



Balfour Beatty, one of the UK's leading civil engineering contractors, was largely left to its own devices. But in 1986 the company did move into the (then) booming house-building sector with the acquisition of Haden and a year later with the purchase of Clarke. Phase two was to expand the cables business internationally via a series of acquisitions. The pace of this appears to have hotted up in recent months with a spate of deals in continental Europe and North America. The quest to build global market share - which has parallels with the strategies pursued by other electrical companies, albeit in different sectors - began with the \$30m purchase of Cablec, a New York-based manufacturer of heavy and industrial cables, in September 1987. Subsequently, BICC has made further forays into the

US - most recently with the purchase of Brintec in May this year - and continental Europe. In December last year, BICC took a 20 per cent stake in Spanish cables company Grupo Espanol General Cable, and last July bought Ceat Cavi, Italy's second largest cable manufacturer. BICC is now continental Europe's third largest cable manufacturer, after Pirelli and Cable de Lyon. It hopes to benefit from (a) higher spending on the infrastructure in the EC in the run-up to 1992 and beyond and (b) bringing these operations to the same pitch of efficiency as the UK cables operations. The financial consequences of the shake-up were mixed at first, but in the last two years, pre-tax profits have improved by 51 per cent and earnings per share by 69 per cent. Mr Jim Ross of James Capel expects BICC to lift its profits from \$156m in 1988 to \$190m this year and \$220m the year after. Some analysts observe that Balfour Beatty's growth prospects are limited, given the intense competition in the contracting business worldwide, and that the rationalisation/acquisition strategy being pursued in Europe can only lead to finite growth. But these worries are on the horizon and, in the short term, the shares seem fairly rated on a prospective P/E of 11½ for the current year, in line with the market average and significantly higher than the sort of multiple accorded to straightforward contractors like Taylor Woodrow or Wimpey.

All-round growth for AAH

By John Thornhill

AAH HOLDINGS, the distribution and services company with interests ranging from high-street chemists to building supplies, increased taxable profits by 23 per cent from £24.5m to £30m in the year to March 31 1989. Mr Bill Pybus, chairman, said all five of the group's divisions had increased operating profits and had been helped by a buoyant economy, acquisitive and organic expansion, and a resilient performance by the pharmaceutical side. The pharmaceutical activities continued to be affected by the UniChem share scheme, although this was declared anti-competitive and banned by the Monopolies and Mergers Commission. However, the retailing side of the business - which currently has 77 pharmacies - substantially increased profits and helped the healthcare division lift trading profits 17 per cent from £15.7m to

£18.4m. High demand in the construction industry helped building supply activities yield profits of £5.1m (£4.1m). Hamilton Electrical Distributors, contributing its first set of full-year figures, made trading profits of £3m, compared with £1.9m for eight months. Turnover marginally increased to £1.02m. A recommended final dividend of 7.5p, gives a total of 11.95p (10.22p), payable from earnings of 30.1p (28.3p).

COMMENT Mr Pybus yesterday dismissed the UniChem affair as an irritating sideshow to the company's trading performance, and AAH does seem to have struggled through the episode in reasonably good shape; it may even receive some hefty damages for lost business. Yet the debris from the scheme will still impede AAH's progress along the pharmaceutical wholesaling path for some time as many wholesalers are largely locked into UniChem until its flotation. However, the retailing side is showing encouraging growth and the environmental services division, the other promising performer in the group, is emerging as a big player in the waste-disposal market after its acquisition of Go Plant. This business looks set to grow considerably as the process of compulsory competitive tendering at local authority level comes into full force next month. But the transport business may stall without further acquisitions and electrical supplies will be squeezed in the current economic climate. Overall though, the bulk of AAH's activities look pretty recession-resistant and pre-tax profits of over £20m, giving a prospective multiple of about 11.5, makes AAH look fairly attractive.

Hollas expands 23% to £3m

By Edward Sussman

HOLLAS GROUP, the clothing distributor and yarn processor, increased pre-tax profits 23 per cent from £2.47m to £3.03m in the year to March 31, despite what its chairman described as "a classic combination of adverse factors". Mr Tony Lawson said warm weather and high interest rates had affected the group, which generates the bulk of its earnings from its Fortwell subsidiary's sale of imported, specialised clothing to high street retailers. Demand for waxed, cotton

jackets virtually disappeared during the mild winter, he said. But specialised niche operations, primarily in outdoor clothing, together with a string of small acquisitions, allowed all divisions to show progress. Financing the acquisitions and the higher interest charges resulting from holding stocks of imported garments pushed interest payable up from £299,000 to £310,000. Not reflected in the results is Hollas' most recent acquisition, in April for £8m, of Hawkhead Sportswear, a Cumbria-based retailer of outdoor clothing. Also on the agenda for the current year is the establishment of a continental European base for specialised garment importing, either through acquisition or a start-up venture. Turnover rose 41 per cent to \$49.54m (£24.51m). Earnings per share were up to 6.6p (5.8p) and a final dividend of 1.6p makes a total of 3.1p (2.9p).

Related companies boost Rowe Evans to £3.64m

A SHARPLY higher share of profits from related companies enabled Rowe Evans Investments, a plantations group, to lift its own pre-tax profits from £1.92m to £3.64m for 1988. The associates' share of profits more than doubled from £1.02m to £2.15m with both Bertam and Lendu achieving substantial profits from investment sales, most of which arose from the disposal of their respective interests in Colly Farms Cotton. In addition, both companies benefited substantially from exchange gains associated with the sales. Rowe Evans' share of the two non-recurring items amounted to some £590,000 before tax. Group turnover rose from £2.41m to £3.32m and gross profits worked through £571,000 higher at £1.9m. Earnings per 10p share rose from 2.37p to 4.76p and shareholders receive a 0.5p lift in their dividend to 2p.

Advertisement for FLEMINGS INTERNATIONAL INVESTMENT BANKING. Includes text: 'High Income', 'The public allocation for the flotation was over-subscribed 3.2 times.', 'ROBERT FLEMING & CO. LIMITED sponsored and fully underwrote the £25 million flotation of the FLEMING HIGH INCOME INVESTMENT TRUST PLC.', 'FLEMINGS INTERNATIONAL INVESTMENT BANKING', 'NEW YORK LONDON HONG KONG TOKYO SYDNEY SAN FRANCISCO PARIS FRANKFURT BANGKOK TAIPEI MANILA SEOUL', '25 Cophall Avenue, London EC2R 7DR. Tel: 01-638 5858', 'Approved by Robert Fleming & Co. Limited, a member of The Securities Association and The International Stock Exchange. The value of the investment may fall as well as rise. Further details are available from Fleming Investment Trust Management Limited.'

Advertisement for GPA Group Limited. Includes text: 'This announcement appears as a matter of record only.', 'GPA Group Limited', 'U.S. \$150,000,000 Medium Term Loan', 'Lead Managers: The Mitsubishi Trust and Banking Corporation, The Hachijuni Bank, Ltd., The Hiroshima Bank, Ltd., The Hokkaido Bank, Ltd.', 'Managers: The Fukutoku Bank, Ltd., The Hokuriku Bank, Ltd., The Hyakujushi Bank, Ltd., The Joyo Bank, Ltd.', 'Co-Managers: The Aichi Bank, Ltd., The Ashikaga Bank, Ltd., The Bank of Kyoto, Ltd., The Chugoku Bank, Ltd., The Fukuoka City Bank, Ltd., The 77 Bank, Ltd., The Shiga Bank, Ltd.', 'Arranger and Agent: The Mitsubishi Trust and Banking Corporation', 'July, 1989'

UK COMPANY NEWS

Attwoods buys Laidlaw's Florida operations

By Clare Pearson

ATTWOODS yesterday announced the purchase of the Florida businesses of Laidlaw Transportation, the Canadian waste management and business, in a deal which will lift Laidlaw's stake in the UK waste disposal company to 34.2 per cent.

Following the purchase, the two companies will no longer compete for business in the US. Mr Ken Foreman, Attwoods chairman, said he hoped that it would allow them to pursue opportunities of mutual interest.

Laidlaw acquired a 28 per cent stake last January after it bought shares from ADT, the electronic surveillance and vehicle auction group, in which also has a substantial stake. Laidlaw pledged not to make a hostile bid for Attwoods within the next two years, but the move prompted speculation that an agreed merger might result.

As consideration for the businesses, Attwoods is issuing 25.44m new guaranteed redeemable convertible preference shares worth around

\$57m (£36m). Laidlaw already owns 22.42m preference shares and 13.65m of the ordinary shares.

The sale amounts to a geographical tidying-up exercise between the two companies. Laidlaw is one of the dominant forces in the waste disposal industry in the US while Attwoods has most of its operations in Florida.

Mr Foreman said the rationalisation benefits of putting the Laidlaw businesses together with Attwoods' already extensive operations in Florida should make them substantially more profitable. In the year to end-August, they made pre-tax operating profits of \$3.22m on sales of \$340m.

The operations comprise four units in Tampa, Jacksonville, Fort St Lucie and Palm Beach, which are involved in collection, transportation, disposal, recycling and reclamation of solid waste. These units operate a total of 110 vehicles on behalf of about 100,000 customers. Laidlaw also runs one small landfill site under contract.

Attwoods will pay to Laidlaw in cash most of the value of any stock and debtors at completion of the acquisition, and the cost of any increases in plant and equipment between the beginning of March and completion.

The acquisition is conditional on approval of Attwoods' other shareholders, as well as the consent of local municipalities to the transfer of contract and franchise agreements.

Attwoods was this week the subject of a television documentary centring on one of its Florida subsidiaries, Industrial Waste Service, which claimed, among other allegations, that two of its directors had made payments to a US official in a position to influence the award of a contract in its favour.

Mr Foreman said the programme was "seditions leaving clear-trap" and he did not think it would influence the company's standing in the US.

The shares have fallen in recent days by some 25p and closed yesterday at 475p.

Foreign stake limit in RR may be lifted

By John Thornhill

BRITAIN will make a fresh proposal in the next two weeks to raise the 15 per cent limit on foreign shareholdings in Rolls Royce to just under 30 per cent, European Commission sources suggested yesterday.

Mr Martin Bangemann, the EC's industry commissioner, is believed to have discussed this issue with Lord Young, Britain's industry secretary, in London on Tuesday, although the DTI would not confirm this.

Yesterday, a Commission spokesman said that Mr Bangemann had given a report on this matter to the EC's executive body and would return to the subject in the near future.

The issue has been a matter of some dispute between the two sides since last year, when disgruntled foreign investors first raised the subject with European Commission after they had been forced to dispose of shares in excess of the 15 per cent limit.

Under EC law, member states must give each other citizens equal treatment when buying capital in companies unless essential security risks are at stake.

There has been persistent speculation that the limit might be raised. Both Rolls Royce and British Aerospace - which has an identical foreign shareholding limit - have made it clear that they favour such a rise, as the present ceiling is believed to dampen their share price performance.

The Government introduced the limit when it privatised the two companies to prevent key sectors of Britain's defence industry being taken over by foreigners.

Recent acquisitions help Newman Tonks climb 25% to £9m

By Richard Tomkins, Midlands Correspondent

INITIAL CONTRIBUTIONS from recent acquisitions helped Newman Tonks Group, the Birmingham-based architectural hardware group, increase pre-tax profits by 25 per cent from £7.1m to £9.0m in the six months to April 30 1989.

However a first-time dividend payment of £372,000 on the convertible preference shares issued in last August's £19.2m acquisition of Legge, the lockmaker, wiped out the subsidiary's maiden contribution at the bottom line.

Earnings per share consequently grew by a more modest 14 per cent, from 6.96p to 7.93p.

Mr Doug Rogers, chief executive, said that all divisions of the group had performed well and added that, for the first time in three years, translation of dollar profits from the US operations had not been adversely hit by shifts in the exchange rate.

The acquisition of Legge and 31 per cent of Tessa in Spain were working successfully, and though neither had contributed to earnings per share this time, the synergistic benefits of these and other recent acquisitions were beginning to show through.

Group turnover rose from £70.47m to £81.32m. The interim dividend is raised 12 per cent to 3.5p (3.49p). Unusually, an exceptional gain of £1.0m on a property disposal has been taken below the line instead of pre-tax, and is excluded from earnings per share.

Acquisitions since the year

began include Dixie Pacific Manufacturing; the Falcon Lock division of Masco Building Products Corporation in the US, as well as the minority interest in Monarch Hardware, Newman Tonks' US emergency exit hardware company.

The group has also bought the Martin Roberts commercial door company in the UK and entered ironmongery distribution through its purchase of DA Thomas and its unconditional offer for Laidlaw Thomas.

COMMENT

Yesterday found Newman Tonks in its hair shirt, spinning the opportunity to claim 36 per cent earnings growth by excluding an exceptional property gain from the figures. But then, steady progress has long been characteristic of the company than spectacular surges; and nowhere has this been more evident than in the acquisition policy. This - at least since the group was outbid for Henderson - has consisted of steady in-filling, both in terms of product range and geography. The result finds Newman Tonks better positioned than some to face a downturn in the UK economy; directly or indirectly exported, and most of the rest goes to the commercial sector rather than the more vulnerable domestic market.

On expectations of £20.5m pre-tax this year, the 1/4 multiple of 11 looks rich for a company on 11 per cent earnings growth; but safety is a virtue, and there is a prospective yield of 6.7 per cent to boot.

Herrburger shares rise 20p on news of approach

By John Riddling

HERRBURGER BROOKS, a manufacturer of piano parts and office furniture, said yesterday that it had received an approach which could lead to a bid. Shares rose 20p to 245p.

Mr GH Kirkman, chairman, declined to comment on the approach except to deny that Kimball International, Herrburger's US parent company

which currently owns 51 per cent of the equity, was to buy the remainder of the shares.

Herrburger's pre-tax profits fell from £161,000 to £54,000 in the year to the end of March 1988. The fall reflected continued losses at its furniture operations and far eastern competition in the piano parts market.

Albert Fisher pays £3m for the Danoxa brand name

By Vanessa Houldier

Albert Fisher Group, the food distributor and processor, has conditionally agreed to pay £3m for the Danoxa brand name and canned food business of S Daniels, the food and beverage products importer.

The acquisition is intended to strengthen the position of Albert Fisher's Unimercants division in tomato and fruit products and extend its range to meat and fish products.

Unimercants also intends to market a number of other food products under the Danoxa brand name.

Unimercants will also buy the division's stock and settle the debtors and creditors, giving an expected net cash benefit to Daniels of more than £5m. Daniels, which suffered losses of £231,000 in 1988, said that the sale was part of its strategy of moving into higher margin areas.

The division made a gross profit of £529,000 on turnover of £11.5m in 1988 after being affected by currency and market problems.

Elders pledges to reduce S&N stake below 10%

By Ray Bashford

ELDERS IXL, the diversified Australian brewer, has given undertakings to Lord Young, the Secretary of State for Trade and Industry, that it will cut its holding in Scottish & Newcastle Breweries to less than 10 per cent by July 1 next year.

The Monopolies and Mergers Commission told the Australian company last March that a 12 month period would be granted for a reduction in the shareholding from 24 per cent to less than 10 per cent.

However, the disposal period did not begin until Lord Young accepted "appropriate undertakings" with the key point of agreement being that the disposal must be completed within 12 months, although this could be "subject to some flexibility in the light of market conditions."

The instruction to cut the holding was given at the same time as the MMC blocked the company's takeover offer for S&N.

Profile, Attitudes, Financial Dynamics, and Markham - involved deferred payments of an estimated £6m over the next two to five years.

Initially all were to be satisfied by the issue of shares but following negotiations with the various vendors over the past eight months agreement has been reached whereby less than five will now involve the issue of shares.

In addition, the maximum possible deferred consideration for Financial Dynamics has been raised from £5.25m to £7.5m. According to Broad Street, this reflects the improved earnings potential of the subsidiary and the introduction of higher profits targets.

Of the four acquisitions, only Markham will retain an element of shares.

Broad Street said that although the company's gearing will be increased its various subsidiaries are cash generative and that "any interest payments will be amply covered by future profits."

The acquisitions concerned

Broad Street Group, the public relations, advertising and marketing consultancy, has reached agreement to change the terms of deferred payments on four of its acquisitions.

Under the changes, which have been made to improve the growth of earnings per share, the company will pay the "earn out" considerations substantially in cash and loan notes rather than new shares.

The acquisitions concerned

Profile, Attitudes, Financial Dynamics, and Markham - involved deferred payments of an estimated £6m over the next two to five years.

Initially all were to be satisfied by the issue of shares but following negotiations with the various vendors over the past eight months agreement has been reached whereby less than five will now involve the issue of shares.

In addition, the maximum possible deferred consideration for Financial Dynamics has been raised from £5.25m to £7.5m. According to Broad Street, this reflects the improved earnings potential of the subsidiary and the introduction of higher profits targets.

Of the four acquisitions, only Markham will retain an element of shares.

Broad Street said that although the company's gearing will be increased its various subsidiaries are cash generative and that "any interest payments will be amply covered by future profits."

The acquisitions concerned

87% pay rise for C&W chief

By John Riddling

Lord Sharp, chairman and chief executive of Cable & Wireless, the telecommunications company, last year received a 87 per cent pay rise to £289,351.

A more modest pay rise of 32 per cent was given to Mr Oscar DeVill, chairman of Meyer International, a distributor of building materials and timber, as his pay grew to £156,424.

Sir James Rlyth, who joined Boots, the chemists, in 1987 as chief executive, was paid £207,000 last year. In the previous year, the highest paid director was the chairman, Mr Robert Gunn, who received £194,000.

Vista makes first purchase

Vista Entertainment, the Third Market-traded leisure company, has made its first purchase since its listing in April.

It is acquiring Manchester Theatres, which owns two listed theatres, for a total consideration of £3.53m and borrowings amounting to £2.25m. The two theatres were recently valued at £8.76m.

The £3.53m will be satisfied by a combination of shares and cash.

The vendors will take 6.88m new ordinary shares valued at 12p each and Brevin Dolphin have vendor-placed a further 80m new ordinary at 9p per share to finance the remainder of the acquisition.

A further 1.5m shares have been placed towards meeting the acquisition expenses.

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corres - Total for year	Total last year
AAH	7.95p	Oct 10	6.24	11.95
Bucknell Austins	2.8	Sept 15	-	3.9
Hollas	1.8p	Oct 2	1.5	3.1
Newman Tonks	3.8p	Aug 17	3.4	8.5
Rowe Evans	2	Aug 24	1.5	1.5
Toothill (RWE)	2.7	-	5.39	6.3

Dividends shown pence per share net except where otherwise stated. *Equivalent after allowing for scrip issue. †On capital increased by rights and/or acquisition issues. ‡US\$ stock. ‡\$Unquoted stock. ‡Third market.

HEREFORD & WORCESTER

The Financial Times proposes to publish this survey on:

14th July, 1989

This advertisement is issued in compliance with the requirements of the Council of The International Stock Exchange of Great Britain & Northern Ireland ("The Stock Exchange") and appears as a matter of record only. It does not constitute an offer or invitation to subscribe for or purchase any securities of the Company. This advertisement has been approved for the purposes of Section 57 of the Financial Services Act 1986 by PK English Trust Company Limited, a member of The Securities Association.

Application has been made to the Council of The Stock Exchange for the grant of permission to deal in the ordinary shares of the Company issued and now being issued in the Unlisted Securities Market. It is emphasised that no application has been made for these securities to be admitted to the Official List. It is expected that dealings in the ordinary shares will commence on 13th July 1989.

WESTMINSTER SCAFFOLDING GROUP plc

(Incorporated in England under the Companies Act 1985 - Registered No. 1998781)

Placing by
PK English Trust Company Limited
of 2,673,960 ordinary shares at 109p per share

SHARE CAPITAL
Authorised
£1,500,000
in ordinary shares of 10p each
Issued and to be issued fully paid
£1,038,296

Westminster Scaffolding Group plc is a scaffolding company engaged in the provision, erection and maintenance of scaffolding under contract to the construction industry and other customers. In addition it is also involved in the hire and sale of scaffolding and related equipment. It is also engaged in property development.

Particulars relating to the Company are available in the Euxel Unlisted Securities Market Service and copies may be obtained during normal business hours on 6th July 1989 and 7th July 1989 from Company Announcements Office, The Stock Exchange, 46 Finsbury Square, London EC2A 1DD and during normal business hours on any weekday (Sundays and Bank Holidays excepted) up to and including 21st July 1989.

PK English Trust Company Limited
Carthusian Court
12 Carthusian Street
London EC1M 6BB

Laing & Cruckbank
Ferry House
7 Copthall Avenue
London EC2R 7BR
NCL Investments Limited
Barclay House
9-12 Basinghall Street
London EC2V 5NS

6th July 1989



22% growth in pre-tax profits to £30.0m
Twentieth successive annual dividend increase
Record contributions from all trading divisions

PRELIMINARY RESULTS

	1988/89	1987/88
Turnover	£1,024m	£1,008m
Profit before taxation	£30.0m	£24.5m
Earnings per Ordinary Share	30.1p	28.3p
Recommended final dividend per share	7.95p	6.624p

- "Exceptional performance by Healthcare Services division"
- "Builders Supplies 26% ahead of the previous year"
- "Expanded profit potential of Environmental Services division"
- "Further growth in profits and earnings recorded in the current year"

Bill Pybus, Chairman

To obtain a copy of our preliminary announcement please write to the Secretary, AAH Holdings plc, 76 South Park, Lincoln LN5 8ES.

WATER INDUSTRY

The Financial Times proposes to publish this survey on:

25th July 1989

For a full editorial synopsis and investment details, please contact:

DENIS CODY
on 01-873 3301

or write to him at:

Number One
Southwark Bridge
London
SE1 9HL

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

INTERNATIONAL TELECOMMUNICATIONS

The Financial Times proposes to publish this survey on:

17th July 1989

For a full editorial synopsis and investment details, please contact:

Jeremy Balfour
on 01-873 3000

or write to him at:

Number One
Southwark Bridge
London
SE1 9HL

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

The trouble with most SOME PEOPLE ambitious people is that JUST STOP they're not ambitious WHEN THEY GET TO enough. They get what THE TOP. they want, and then set about making sure they OTHERS CHANGE don't lose it. But the DIRECTION. people with real talent



conquer one area and then look for another challenge.

And we're looking for business people like that. We can offer growth capital and a specialised understanding of most market-places, whether your ambitions are for diversification or acquisition. The capital can be geared to loan and equity. But, if you're quite content to sit on top of your own little pile, you won't want to ring any of the phone numbers on the right.

3i PLC 91 WATERLOO ROAD, LONDON SE1 3XP. TEL: 01 928 7822. 3i CAPITAL AND 3i VENTURES BOCTON, MASSACHUSETTS, USA. TEL: 617 542 8560. 3i CAPITAL AND 3i VENTURES NEWPORT BEACH, CALIFORNIA, USA. TEL: 714 720 1421. 3i VENTURES, MENLO PARK, CALIFORNIA, USA. TEL: 415 854 3330. 3i SA, PARIS, FRANCE. TEL: 46 40 9979. 3i GESELLSCHAFT FUR INDUSTRIEBETEILIGUNGEN MBH, FRANKFURT, GERMANY. TEL: 49 69 740835. 3i JERSEY LTD, ST HELIER, JERSEY. TEL: 0534 38229. 3i AUSTRALIA LTD, MELBOURNE, AUSTRALIA. TEL: 03 614 3249.



MAKE IT YOUR BUSINESS TO CHANGE

صباح الامل

UK COMPANY NEWS

Hestair expands its computer personnel side

By John Riddling

HESTAIR, the personnel services and consumer products group, is expanding its computer personnel business through the acquisition of Direct Programming Services Limited for a maximum consideration of £3.4m cash.

market through Hestair Computer Group. HGC has approximately 500 personnel on assignment and derives about half of its revenue from overseas clients.

Adwest makes French buy

By John Riddling

ADWEST GROUP, the diversified engineering and property company, is expanding its automotive division through the acquisition of Laval et Gaynard, a French component manufacturer, for £2.14m.

business would be integrated with Bowden France, the control cable subsidiary. Mr Waller, the automotive division was increasingly focusing on continental Europe. About one third of the division's output is produced there and this is expected to rise to about half by the end of the year. It accounts for about half the division's sales.

Helical dividend payment

By Phillip Coggan

THE ROYAL Bank of Scotland spoke out yesterday about the error which led to shareholders in Helical Bar, the property development and investment company, receiving a final dividend of 5.8p instead of the planned 6p.

The statement said that the bank "acted upon the express and written instructions of the company and paid out the final dividend on that basis. Helical Bar provided the exact amount to pay the dividend at 5.8p per share."

Growth for Sun Alliance in Australasia

By Eric Short

SUN ALLIANCE Group, the UK composite insurance company, has expanded its life operations in Australia and New Zealand.

In New Zealand, Sun Alliance Life has acquired the life operations of Royal Insurance.

In a separate move, Sun Alliance Life Assurance, has agreed to acquire the majority of the life business transacted in Australia and New Zealand by AMEV, the Dutch insurance group.

These moves will bring an extra \$4m regular premium income to Sun Alliance's Australian life operations making a £13m total. It still has a very small share of the Australian life market.

Many UK and other overseas insurance groups with far larger life operations have pulled out of the country because of the intense competition.

The New Zealand acquisitions will double Sun Alliance's regular premium income in that country to £20m - a 5 per cent share of the market.

London and Manchester buys estate agency for initial £7m

By Clare Pearson

LONDON AND Manchester Group, the financial services concern, is expanding its estate agencies interests with the purchase of Home Counties-based Carson & Company (Property Services).

It described the acquisition as an opportunity presented by the present downturn in the housing market.

The initial consideration is £7.14m, of which £1m depends on profits of £125,000 being achieved in the months up to end-December and the level of

mortgage business submitted to L&M in that period. This initial payment will be satisfied as to £3.92m in shares, of which £3m worth will be placed, and £166,000 in cash.

Further payments of up to £20m will be paid subject to profits exceeding a compound growth rate of 40 per cent per annum in the years 1990 to 1994 inclusively.

Carson, involved in residential and commercial estate agency, achieved fee income of £5.97m last year, and its pre-

tax profits were £1.02m. Net tangible assets were £227,000.

The purchase adds 21 further estate agencies to L&M's existing clutch of 73, and completes its coverage of the southern counties of England apart from Essex, Kent, and Cornwall.

In addition to pursuing the strategy of using estate agencies as a means of distribution of its other services, L&M has also built up a mortgage portfolio, on which it made £2.07m in 1988.

Bucknall Austin shows 55% advance

By Richard Tomkins, Midlands Correspondent

BUCKNALL Austin, the first quantity surveyor and project manager to be floated on the USM, ended its first year on the market by reporting pre-tax profits 55 per cent higher at £1.2m.

A buoyant construction market helped lift turnover from £9.69m to £13.94m in the year to end-April 1989, but the company's widening range of services and broad geographic base also produced an increase in market share.

contributing £1.01m (£682,000) pre-tax, but profits on project management and control doubled to £212,000.

Recent projects to which Bucknall Austin has been appointed include the £400m installation of print facilities for News International in London and Liverpool, and the £250m redevelopment of the Bull Ring shopping centre in Birmingham.

Earnings per share were ahead 25 per cent to 11.5p (9.2p), and a final dividend of 2.5p is proposed, making 3.5p.

Turkish stake for Hartley Baird

By Clay Harris

HARTLEY BAIRD, the electric motors and domestic appliances group, is making its first move outside the UK with the acquisition of a 50 per cent interest in Ucfaz, a Turkish manufacturing company, for £550,000.

Mr Stephen Kaye, Hartley Baird chief executive, also said yesterday that the company hoped to introduce its shares to the Third Market or USM later this year. At present, the shares are traded on a matched-bargain basis under rule 535(2), having lost their full listing in the 1970s.

Ucfaz, based in Izmir, makes plastic mouldings and small appliances, including vacuum cleaners under licence from Hoover.

Its customers include Ford and Renault. The Turkish company will be renamed Baird Electric and will manufacture electric motors for export to the UK. It will be the base for Hartley Baird's extension of its product range from universal motors to induction motors, Mr Kaye said.

Although Ucfaz's labour costs were about 10 per cent of

UK levels, Mr Kaye said Hartley Baird had "absolutely no intention" of shifting any motor production from its Birmingham and Shoreham plants.

However, Hartley Baird would be reviewing production arrangements for vacuum cleaners, which it produces in the UK and sells under the Lite 'n' Easy brand.

For the stake, Hartley Baird is paying £510,000 in cash and £40,000 in shares valued at 60p each.

Toothill again hit by upholstery regulations

RW TOOTHILL, the upholstered furniture manufacturer, continued its fall in pre-tax profits with £73,000 for the year to March 31.

Last time the company made £263,000 (£229,000 for 1987), a drop then attributed to the Government's new safety regulations for upholstery foams and fibres.

The new range, the company added, was now fully engineered and in production. Although sales were encouraging, the present economic climate and high interest rate policy were hampering the company's efforts.

Involved sales were down to £4.8m (£4.5m). After tax of £24,000 (£24,000), earnings were 6.94p (22.81p) per share. The proposed final dividend is reduced to 2.7p (5.33p) making 6.3p (8.99p) for the year.

SCOTTISH & NEWCASTLE BREWERIES plc

Another Year of Real Progress:

- * Pre-tax profits up 22%.
* Strong growth in beer sales and market share.
* Spectacular progress in hotels.
* Recommended final dividend up 20%.

Table with 4 columns: Metric, 52 WEEKS TO 30.4.89, 52 WEEKS TO 15.88, YEAR ON YEAR INCREASE. Rows include Turnover (£m), Operating Profit (£m), Pre-tax Profit (£m), Earnings per Share, and Dividend per Share.

Important Strategic Initiatives:

- * Acquisition of majority stake in Center Parcs N.V.
* Purchase of outstanding shareholding in Pontins Ltd.
* New opportunities in a restructured brewing industry.
* Realisation of hotel assets.

MANAGING STRATEGIC CHANGE

PUBLIC WORKS LOAN BOARD RATES

Table with columns: Term, Rate, and other financial metrics for public works loans.

* Non-quota loans B are 1 per cent higher in each case than non-quota loans A. † Equal instalments of principal. ‡ Repayment by half-yearly annuity (based equal half-yearly payments to include principal and interest). § With half-yearly payments of interest only.

Advertisement for ADVOKAT PER SANDVIEN, a law firm with contact information for London and Oslo.

Advertisement for GRANVILLE SPONSORED SECURITIES, listing various stocks and their prices.

Advertisement for I.G. INDEX LTD, providing contact information and listing details.

COMMODITIES AND AGRICULTURE

Chicago grain futures soar as Midwest scorches

By Deborah Hargreaves in Chicago

GRAIN FUTURES prices soared on the Chicago Board of Trade yesterday as a hot, dry weather system settled over most of the Midwest.

The cornbelt never fully recovered from last year's drought and sub-soil moisture levels remain depleted as the crop enters its critical growing period in the next few weeks.

The January to June period is the seventh driest on record for Iowa, where rainfall is five inches below normal, according to Mr Harvey Freese at Freese-Notis Weather service, a private forecasting operation.

De Beers reports diamond sale record

By David Blackwell

THE CENTRAL Selling Organisation, the London-based arm of De Beers which controls about 80 per cent of the diamond market, yesterday announced record sales of rough diamonds for the first half of this year.

Brazil confident after coffee pact collapse

By John Barham in Sao Paulo

THE FREE market in coffee following the collapse of the International Coffee Agreement has raised doubts over the future of the Brazilian Coffee Institute (IBC), the government agency that closely regulates the sector.

Members of the New York coffee trade lashed out at Colombia, the world's second biggest producer, for Monday's collapse in coffee prices that stemmed from the International Coffee Organisation's failure to agree to an extension of the current global export controls.

uncertainty and painted an illusion of hope, the market would never have taken such a beating," said one senior dealer at a leading London-based trade house.

It wasn't the U.S. that called for the vote on July 3. It was the producers," he declared. "What was the point of keeping the misery alive for so long?" said another trader.

Near-record oil use forecast

By Steven Butler

WORLD OIL consumption this year is expected nearly to match the record set ten years ago, after which high prices prompted a worldwide conservation effort, the International Energy Agency said yesterday in its monthly Oil Market Report.

The Paris-based agency said oil consumption would reach 52m barrels a day this year, including a projected 4 per cent increase in the developing countries. In the developed countries of the Organisation for Economic Co-operation and Development consumption would rise by less than 2 per cent.

The faster second quarter growth was attributed in part to low growth in the second quarter of 1988. Residual fuel oil consumption grew in North America because of maintenance shutdowns at several nuclear reactors. Crude oil consumption in the Pacific region rose by 4 per cent.

Tea without sympathy in Tanzania

Nicholas Woodsworth reports on the country's biggest producer

HIGH IN the misty hills of Tanzania's southern highlands, in an office overlooking 2,200 hectares of steeply sloping tea estates, is a graph that makes most visitors look twice.

Strong outlook seen for sugar prices

By David Blackwell

THE OUTLOOK for sugar prices, now near 11-month highs, remains encouraging, according to the latest report on the market from E.D. & F. Man, the London trade house.

US Markets

The precious metals markets featured heavy speculative, fund and trade buying which elected by steps to rally prices across the board in response to a sharply lower US dollar, reports the London-based Metals, Copper, Iron and Trade Buying.

Chicago

SOYBEANS 5,000 bu m/b; cents/50b bushel. Close Previous High/Low. Jul 77.04 74.04 77.70 78.10. Oct 74.44 71.44 74.44 75.00.

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Wheat, Corn, Soybeans, etc.

WORLD COMMODITIES PRICES

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Wheat, Corn, Soybeans, etc.

US MARKETS

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Gold, Silver, Copper, etc.

LONDON MARKETS

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Copper, Tin, Lead, etc.

COCOA

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Cocoa Beans, Cocoa Butter, etc.

LONDON METAL EXCHANGE

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Aluminium, Zinc, Lead, etc.

POTATOES

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Potatoes, etc.

SOYABEAN MEAL

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Soyabean Meal, etc.

SOYABEAN OIL

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Soyabean Oil, etc.

SOYABEAN MEAL

Table with 4 columns: Commodity, Close, Previous, High/Low. Includes items like Soyabean Meal, etc.

Small text at the bottom of the page, likely a disclaimer or publication information.

Weaker dollar leaves equities lower

THE SHARP fall in the US dollar took the shine off the international blue chip stocks in London yesterday, reversing the recovery in the equity market seen at the beginning of this week.

Account Dealing Dates table with columns for First Dealing, Last Dealing, and Account Days.

absences from London offices caused by the local transport strikes. Share volumes in the first two hours were far below normal levels.

price tag on the mining and industrial group, as well as by renewed assessment of the GEC/Siemens/Plessey situation following a statement from Plessey, the market took the view that a renewed joint bid for Plessey is again in prospect despite recent speculation that it might be called off.

which has already unsettled UK markets. The firmness in sterling, while encouraging optimism over domestic interest rates, was seen as merely a reflection of the fall in the dollar, and had little positive effect.

Outside the special situations, of which there were a number, genuine investment interest was low yesterday. Market indices were hard hit by setbacks in the international stocks, where concern over the outlook for the petroleum industry provided added discouragement.

FINANCIAL TIMES STOCK INDICES table with columns for Jul 5, Jul 4, Jul 3, Jun 30, Jun 29, Year, 1989, and Since Compilation.

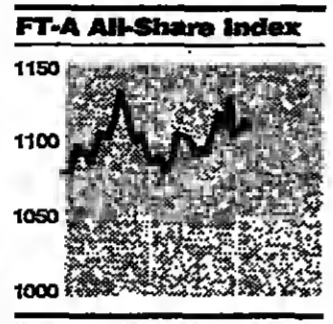
TRADING VOLUME IN MAJOR STOCKS table with columns for Stock, Value, and % Change.

Another Plessey chapter

The long-drawn out GEC/Siemens/Plessey saga took another dramatic twist yesterday as Plessey disclosed that it had withdrawn from talks on the possible sale of GEC of its 50 per cent stake in GPT, the telecommunications venture held jointly with GEC.

development in the bid situation and those who hoped for higher terms are likely to remain disappointed.

ICI caution Warnings on the state of the petrochemicals industry from agency broker James Capel and in the press pushed ICI lower at the opening. Volume was a brisk 2.4m shares, particularly good on such a quiet day, as the stock shed 22 at one point before closing 15 off at 124.5p.



Equity Shares Traded Turnover volume (million) graph showing trading volume from May to July.

building exercise - British Aerospace was one name bandied around by sector specialists as a possible predator. The Royal twins came in for another bout of selling pressure after reports that McCaw, the US cellular radio group where British Telecom has a 22 per cent stake, is considering reducing its 200 share bid for LIN Broadcasting, another cellular company, because of doubts over LIN's options on certain US cellular franchises.

Recal Electronic, giving a buffet dinner after the overture's proposal for increased competition in mobile telephones, dropped 23 to 378p on turnover of 1.2m while parent company Recal Electronic, dipped 14 to 421p on 4.4m.

The shadow of a possible downgrading continued to hang over Lucas Industries, thwarting any recovery in the shares at 530p.

Another researcher said the aborted deal on GPT, which included a price of £25m for the GPT stake, "Ups the ante for Plessey with the whole business now looking to be worth nearer 250p a share than the 275p level which has been widely talked of."

Scottish & Newcastle (SAN) shares changed direction rapidly yesterday as the market reappraised the corporate plan announced on Tuesday, taking the view that this may represent only phase one of a restructuring away from hotels and towards leisure, retailing and brewing operations.

International stocks were hit by the strength of sterling with the usual US favourites showing double-figure losses.

Ferranti initially edged ahead to 91p, as Tuesday's massive 30m shares turnover continued to prompt market stories of a possible move against Ferranti by Plessey.

AAH Holdings posted full year profits 22 per cent better at £32m and climbed to 414p before settling back to the close to 412p, a net rise of 3.

7, while London & Metropolitan rose 6 to 178p. Bredero improved further in a restricted market to end 15 higher at 330p.

End of saga The increased and agreed £3.5bn bid for Consolidated Gold Fields from Hanson, disclosed after the close of the market on Tuesday, was a disappointment to market speculators although a gain in Hanson shares indicated appreciation for the group's tactics.

NEW HIGHS AND LOWS FOR 1989 table listing various stocks and their performance.

UNITED PRECISION INDUSTRIES has made the following appointments at RHP Bearings: Mr Ray Hammond (left) becomes managing director of industrial bearings, the largest division.

Private Bank names board The following have been appointed to the board of a new company, THE PRIVATE BANK & TRUST COMPANY.

Marketing director at Rockware Mr Tony Baden Fuller has been appointed general director of marketing at ROCKWARE.

Business Law The consumer's brand loyalty to the product and possibly to other products of the same manufacturer evaporates overnight.

Marketing director at Rockware

Mr Tony Baden Fuller has been appointed general director of marketing at ROCKWARE. He joins from Mocal Closures where he was marketing director (designate).

Private Bank names board

The following have been appointed to the board of a new company, THE PRIVATE BANK & TRUST COMPANY. The Earl of Harrowby, lately a deputy chairman of National Westminster Bank, and of Countess, becomes chairman.

Marketing director at Rockware

Mr Hugh Langhland has been appointed chairman of STANDARD SEKERS INTERNATIONAL. Formerly joint chief executive of BTR's European region, he will remain associated with that company as a non-executive director.

Marketing director at Rockware

Mr James Ball has been appointed vice president and managing director, and Mr Graeme Treasure assistant vice president and associate director of FBS CAPITAL MARKETS, London, a subsidiary of First Bank System, Minneapolis.

Marketing director at Rockware

Mr Nigel Wiggins has been appointed deputy chairman of STABLE HOLDINGS. He was chief executive of Northwicks, a subsidiary of the Kleinwort Benson Group. Mr Derek Brown and Mr Ian Campbell have been appointed directors.

Marketing director at Rockware

Mr David Herbert has joined BARRING BROTHERS & CO as an assistant director.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-625-2128

AUTHORISED UNIT TRUSTS

Main table containing unit trust information, organized into columns for various trust categories and their respective details.

GUIDE TO UNIT TRUST PRICING. A section explaining the methodology used for pricing unit trusts, including details on net asset value, charges, and rounding.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-925-2128

Main table containing unit trust information with columns for Name, Price, and other details. Includes sections for 'OTHER UK UNIT TRUSTS' and 'INSURANCES'.

OTHER UK UNIT TRUSTS

INSURANCES

TS files

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-926-2128

Main table containing unit trust information, organized into columns for various categories like 'Premier Life Assurance Co Ltd', 'Scottish Life Assurance Co Ltd', 'Target Life Assurance Co Ltd', etc. Each entry includes fund names, prices, and other details.

OFFSHORE AND OVERSEAS

MANAGEMENT SERVICES

GUERNSEY (SR RECOGNISED)

LUXEMBOURG (SR RECOGNISED)

JERSEY (**)

SWITZERLAND (SR RECOGNISED)

GUERNSEY (**)

Handwritten Arabic text at the bottom center of the page.

سكنا من الامل

FT UNIT TRUST INFORMATION SERVICE

Table containing FT Unit Trust Information Service data, including columns for Name, Price, Yield, and various fund categories like British Funds, International, and Offshore.

LONDON SHARE SERVICE

Table containing London Share Service data, including columns for Name, Price, Yield, and various fund categories like British Funds, Commonwealth & African Loans, and American Funds.

Money Market Bank Accounts

Table containing Money Market Bank Accounts data, listing various banks and their account details.

Money Market Trust Funds

Table containing Money Market Trust Funds data, listing various trust funds and their details.

LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-925-2128

Main table containing various stock market listings categorized by industry: AMERICANS-Contd, BUILDING, TIMBER, ROADS Contd, DRAPERY AND STORES-Contd, ENGINEERING-Contd, INDUSTRIALS (Misc.)-Contd, CANADIANS, ELECTRICALS, FOOD, GROCERIES, ETC, CHEMICALS, PLASTICS, DRAPERY AND STORES, BEERS, WINES & SPIRITS, BUILDING, TIMBER, ROADS, HOTELS AND CATERERS, INDUSTRIALS (Misc.)-Contd, and INSURANCES.

السوق من الامم

LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-925-2128

INSURANCES - Contd

Table listing insurance companies and their share prices, including Aviva, Royal Indemnity, and others.

PAPER, PRINTING, ADVERTISING - Contd

Table listing paper, printing, and advertising companies and their share prices, including Reed, Butterworths, and others.

TEXTILES

Table listing textile companies and their share prices, including J. H. Rayner & Co., and others.

TRUSTS, FINANCE, LAND - Contd

Table listing trusts, finance, and land companies and their share prices, including various investment trusts and banks.

OIL AND GAS - Contd

Table listing oil and gas companies and their share prices, including BP, Shell, and others.

MINES - Contd

Table listing mining companies and their share prices, including Anglo American, De Beers, and others.

LEISURE

Table listing leisure companies and their share prices, including British Skyways, and others.

PROPERTY

Table listing property companies and their share prices, including British Land, and others.

TOBACCOS

Table listing tobacco companies and their share prices, including J. D. W. Jones, and others.

TRUSTS, FINANCE, LAND

Table listing trusts, finance, and land companies and their share prices.

OVERSEAS TRADERS

Table listing overseas trading companies and their share prices, including various international firms.

PLANTATIONS

Table listing plantation companies and their share prices, including various agricultural and forestry firms.

MINES

Table listing mining companies and their share prices, including various mineral extraction firms.

THIRD MARKET

Table listing third market trading activities and their prices.

MOTORS, AIRCRAFT TRADES

Table listing motor and aircraft trade companies and their share prices, including various automotive and aviation firms.

Commercial Vehicles

Table listing commercial vehicle companies and their share prices.

Components

Table listing component companies and their share prices.

Garages and Distributors

Table listing garage and distributor companies and their share prices.

NEWSPAPERS, PUBLISHERS

Table listing newspaper and publishing companies and their share prices, including various media firms.

PAPER, PRINTING, ADVERTISING

Table listing paper, printing, and advertising companies and their share prices.

SHIPPING

Table listing shipping companies and their share prices, including various maritime firms.

SHOES AND LEATHER

Table listing shoes and leather companies and their share prices.

SOUTH AFRICANS

Table listing South African companies and their share prices.

OIL AND GAS

Table listing oil and gas companies and their share prices.

Central African

Table listing Central African companies and their share prices.

Finance

Table listing finance companies and their share prices.

Australians

Table listing Australian companies and their share prices.

REGIONAL & IRISH STOCKS

Table listing regional and Irish stocks and their prices.

TRADITIONAL OPTIONS

Table listing traditional options and their prices.

Property

Table listing property companies and their share prices.

Oils

Table listing oil companies and their share prices.

Mines

Table listing mining companies and their share prices.

This service is available to every Company client on the Stock Exchange throughout the day. For a list of 1989 prices contact the FT Cityline help desk on 01-925-2128

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar hits two-month low

US DEALERS returned from the Independence Day holiday and sold the dollar yesterday. The US currency was friendless, falling to bounce off a support level of around DM1.8100 and then falling through the important psychological point of DM1.8000.

The dollar is now moving back towards the trading range agreed between the Group of Seven main industrial nations, but it may be too early to say it has established a range below DM1.8000. Nevertheless this may be the implication of yesterday's move.

Trading volumes were thin, with London once again in the grip of an almost total public transport strike. This may have exaggerated the dollar's weakness.

Continuing the recent trend, the dollar's weakness began in the Far East. Speculative funds in Singapore were seen moving out of the dollar and into the D-Mark. Political problems in Japan, and interest rate differentials in favour of West Germany, make the D-Mark a more attractive currency than the yen at present.

C IN NEW YORK

Table with columns: July 5, Latest, Previous. Rows: 1.50-1.60, 1.50-1.60, 1.50-1.60, 1.50-1.60.

STERLING INDEX

Table with columns: July 5, Previous. Rows: 8.30 am, 9.00 am, 10.00 am, 11.00 am, 12.00 pm, 1.00 pm, 2.00 pm, 3.00 pm, 4.00 pm.

CURRENCY RATES

Table with columns: Currency, Rate, % Change. Rows: Sterling, US Dollar, Canadian Dollar, Australian Dollar, etc.

CURRENCY MOVEMENTS

Table with columns: Currency, Rate, % Change. Rows: Sterling, US Dollar, Canadian Dollar, Australian Dollar, etc.

OTHER CURRENCIES

Table with columns: Currency, Rate, % Change. Rows: Argentine, Australian, Brazil, Canada, etc.

MONEY MARKETS

UK rates lower

UK interest rates were a little lower yesterday, reflecting another strong performance by the pound. However, trading volume was reduced by the effects of strikes in the transport sector.

Three-month inter-bank money was quoted at 14.13% per cent from 14.13% per cent on Tuesday.

While traders are now more hopeful that the current level of base rates will prove to be unwinding on July 12. There was no change in the morning or afternoon.

In Frankfurt the Bundesbank allocated DM40.6bn at its latest two-tranche sale and repurchase tender.

This replaced two maturing facilities of DM34.5bn, thus adding a net DM6.5bn of liquidity. The move was seen as a direct attempt to drive the cost of short term money below the cost of emergency borrowing through the Lombard rate facility.

To this end the Bank's actions were successful as call money slipped to 6.80-6.90 per cent from 6.9-7.0 per cent on Tuesday and compared with the Lombard rate at 7 per cent.

The new split tender comprised allocations of DM26.2bn for the 28-day facility at a fixed rate of 6.8 per cent and DM14.5bn on a 42-day agreement at rates between 6.65 per cent and 7.10 per cent.

The extra liquidity will allow commercial banks to increase their reserve holdings with the central bank. In addition, banks will be able to run down their liability through Lombard rate borrowings.

In New York the US Federal Reserve took funds out of the market through matched 5-day sale and repurchase agreements. At the time, fed funds were quoted at 9 1/2 per cent.

FINANCIAL FUTURES

West German bonds firmer

WEST GERMAN bond futures received a double boost in yesterday's life market. A fall in West German money market rates and a strong performance by the D-Mark against the dollar both served to improve sentiment and push prices to a contract high.

The September bond price opened at 95.50, up from 95.35 on Tuesday, and touched a high of 96.64 before closing at 96.55. Trading volume was quite respectable,

with over 23,000 lots changing hands. By contrast, short sterling deposits edged firmer in lacklustre trading, helped once again by a strong currency.

The pound's improvement was largely at the expense of a weak dollar, but it served to reduce fears of a rise in base rates, and futures prices were marked up as a result. The September price opened at 96.17 and rose to 96.18 before closing at 96.14 against 96.09.

US Treasury bond prices were lower in sympathy with a weaker dollar, as the latter lost ground on growing speculation that the US Federal Reserve may relax monetary conditions. Attention is now likely to focus on the release tomorrow of US employment data for June. In London the September bond price slipped to 96.31 from 97.14 at the opening and 97.18 on Tuesday.

LONDON (CLIFF)

Table with columns: Instrument, Price, % Change. Rows: 26 Year 9% National Gilt, 20 Year 9% National Gilt, 10 Year 9% National Gilt.

CHICAGO

Table with columns: Instrument, Price, % Change. Rows: US Treasury Bond, US Treasury Note, US Treasury Bill.

EUROPEAN OPTIONS EXCHANGE

Table with columns: Instrument, Price, % Change. Rows: Gold, Silver, Platinum, Palladium.

BASE LENDING RATES

Table with columns: Bank, Rate, % Change. Rows: ADI Bank, Aden & Company, AAB - Allied Arab Bank.

FT LONDON INTERBANK FIXING

Table with columns: Instrument, Rate, % Change. Rows: 1 month, 3 months, 6 months, 12 months.

MONEY RATES

Table with columns: Instrument, Rate, % Change. Rows: Lulltime, Prime rate, Fed funds, Fed funds at interbank.

LONDON MONEY RATES

Table with columns: Instrument, Rate, % Change. Rows: Interbank Offer, Interbank Bid, Local Authority Bills, etc.

NEW YORK

Table with columns: Instrument, Rate, % Change. Rows: Treasury Bills, Treasury Notes, Treasury Bonds.

EURO-CURRENCY INTEREST RATES

Table with columns: Instrument, Rate, % Change. Rows: Sterling, US Dollar, Canadian Dollar, etc.

EXCHANGE CROSS RATES

Table with columns: Instrument, Rate, % Change. Rows: DM, Yen, Swiss Franc, etc.

EMIS EUROPEAN CURRENCY UNIT RATES

Table with columns: Country, Rate, % Change. Rows: Belgium, France, Germany, etc.

POUND SPOT - FORWARD AGAINST THE POUND

Table with columns: Instrument, Rate, % Change. Rows: 1 month, 3 months, 6 months, 12 months.

POUND SPOT - FORWARD AGAINST THE DOLLAR

Table with columns: Instrument, Rate, % Change. Rows: 1 month, 3 months, 6 months, 12 months.

EURO-CURRENCY INTEREST RATES

Table with columns: Instrument, Rate, % Change. Rows: Sterling, US Dollar, Canadian Dollar, etc.

EXCHANGE CROSS RATES

Table with columns: Instrument, Rate, % Change. Rows: DM, Yen, Swiss Franc, etc.

EMIS EUROPEAN CURRENCY UNIT RATES

Table with columns: Country, Rate, % Change. Rows: Belgium, France, Germany, etc.

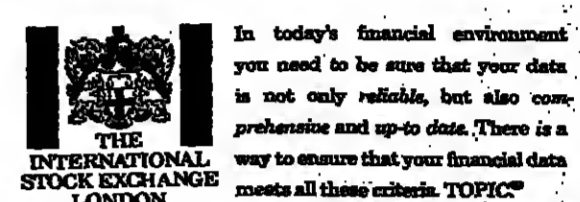
POUND SPOT - FORWARD AGAINST THE POUND

Table with columns: Instrument, Rate, % Change. Rows: 1 month, 3 months, 6 months, 12 months.

POUND SPOT - FORWARD AGAINST THE DOLLAR

Table with columns: Instrument, Rate, % Change. Rows: 1 month, 3 months, 6 months, 12 months.

If you don't know all the facts how can you make all the right decisions?



In today's financial environment you need to be sure that your data is not only reliable, but also comprehensive and up-to-date. There is a way to ensure that your financial data meets all these criteria. TOPIC®

TOPIC® is the International Stock Exchange's on-line financial information service. It provides real-time data in the form of more than 80,000 electronic pages.

On just one screen you can receive direct from the International Stock Exchange's computer systems a wide selection of information such as real-time market prices, extensive news coverage, broker research, futures prices, a foreign exchange service and much more.

TOPIC® now carries more information, in greater detail, and from a larger number of markets than ever before, and you can add on data as your own requirements change.

To take advantage of TOPIC® full potential, phone Frank Fox on 01-681 0215 now. You literally cannot afford to make decisions without it.

01-681 0215 TOPIC Touch the pulse of the financial world.

JOTTER PAD CROSSWORD No.6978 Set by GRIFFIN

Crossword puzzle grid with clues: 1 Key for the cupboard - (6), 4 - drawer? (5), 6 Land in what? Liquid tar? (5), etc.

Word search puzzle with clues: 1 Pick up ale spirit by sailors (5), 2 Change net price without a struggle (7), 3 Always enter scramble with partner (9), etc.

WORLD STOCK MARKETS

AUSTRIA: July 5, Austria Airlines, Creditanstalt, Generali, etc.

FRANCE (continued): July 5, Alcatel, Air France, Bouygues, etc.

GERMANY (continued): July 5, Daimler-Benz, Deutsche Bank, etc.

ITALY (continued): July 5, Alitalia, Eni, Fiat, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

SPAIN: July 5, Banco Bilbao Vizcaya, Banco de España, etc.

FINLAND: July 5, Aktia, Caring, etc.

GERMANY: July 5, Allianz AG, Bayer, etc.

FRANCE: July 5, Air France, Bouygues, etc.

JAPAN: July 5, Dai-ichi Kangyo Bank, Daiwa Bank, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

NETHERLANDS: July 5, ABN-Amro, Alkermid, etc.

FINANCIAL TIMES EUROPE'S BUSINESS NEWSPAPER

CANADA: Toronto, Montreal, Vancouver stock prices and indices.

INDICES: New York, Dow Jones, Nikkei, etc.

CANADA: Toronto, Montreal, Vancouver stock prices.

TOKYO - Most Active Stocks: Wednesday July 5 1989.

Your FT hand delivered in Germany. Add the FT to your portfolio. Call for a personal subscription.

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices with columns for stock symbols, bid/ask prices, and volume. Includes a detailed explanatory text block regarding market data and trading rules.

OVER-THE-COUNTER

Nasdaq national market, 3pm prices July 5

Table of Over-the-Counter prices listing various stocks and their market data. Includes a small text box at the bottom right with the heading 'It's attention to detail'.

AMEX COMPOSITE PRICES

3pm prices July 5

Table of AMEX Composite Prices listing stocks and their market data.

Advertisement for 'TRAVELLING ON BUSINESS IN THE U.S. AND CANADA?' featuring a list of hotels and travel services.

Advertisement for 'It's attention to detail' featuring the name 'AMSTERDAM Marriott'.

Advertisement for 'It's attention to detail' featuring the name 'novotel'.

AMERICA

Dow regains lost ground as bargain-hunters arrive

Wall Street

WITH the dollar falling and the US economy apparently weakening, prices on Wall Street drifted without direction in the morning before recouping losses. Equity and bond investors were awaiting the outcome of the crucial policy-making meeting of the Federal Reserve in Washington this week, writes Anatole Kalinsky.

tions of a cut in interest rates later this week or early next. After the weak report on US economic conditions released by the National Association of Purchasing Managers on Monday, most market operators seemed firmly convinced that the Federal Open Market Committee would vote for a slight easing of monetary policy in the very near future and might even leave open the possibility of a further cut before the next FOMC meeting in mid-August.

Gold mining was the day's outstanding sector, as investors responded to hopes that the long bear market in gold might finally be bottoming out. Newmont Gold advanced 1% to \$24, Homestake rose 1/2% to \$18 1/2 and Echo Bay Mines was the best performer on the American Stock Exchange, gaining 3/4% to \$15.

Canada

TRADING was quiet in Toronto, with prices recovering by midday. The composite index rose 3.8 to 3,761.17 with advances leading declines by 285 to 226 on volume of 12m shares.

SOUTH AFRICA

FIRM bullion prices and a weaker dollar helped gold shares rise further in Johannesburg, with other sectors following the upward trend.

Young brokers face disco ban to stay a step ahead

Tom Burns talks to a diplomat turned trader who takes a firm line as Spain's Big Bang approaches



BROKERS' WORLD

MONICA Morales, a founding partner of Ibercorp, spends a lot of time telling the firm's young dealers and analysts to stay away from Archy and Pacha, Madrid's "Hooray Henry" discos.

Material rewards are not uppermost in her mind and, when she started, they were virtually non-existent. "I'd love to know who earns serious money, say Pta 40m (207,000/\$21,000) including bonuses, in this business in Spain. The bright young people coming in could earn more as accountants."



Monica Morales: "There has to be much less fraternising"

"There have been 72 holes listings in the past two and a half years and companies are going to the market to do things, to be creative, not to put money in their pockets. You see a company and you see it again four months later and you see that they have a strategy under way and that they are investing."

Instead at Fontainebleau, from Chicago and from other top international business schools - "the brighter they are the easier they are to train."

EUROPE

Battered chemical issues drag Amsterdam down

IN A generally weak day in Europe, the Dutch market showed hefty losses while Switzerland rose against the trend, writes Our Markets Staff.

The FAZ index stayed above the 620 level, easing 6.50 to 620.20, and the DAX index lost 9.92 to 1,495.75. Trading was active again at DM6.7bn.

to 495.13 and the CAC 40 lost 4.43 to 1,737.6. MILAN declined as profit-taking combined with political uncertainty to pull the Comit index 3.89 lower to 645.47.

ASIA PACIFIC

Good day for yen helps Nikkei to rebound

Tokyo

STABILITY on the foreign exchange market set the stage for a moderate rebound in equities, although trading was still sluggish, writes Michiko Nakamoto in Tokyo.

actively traded issue with 28.4m shares. Fuji Photo Film maintained its upward momentum and shot up to Y4,400 in early trading, finishing Y30 higher at Y4,330. It was selected for its strong business performance, low price earnings ratio and quick price movements.

Hang Seng index rose 33.93, or 1.46 per cent, to 2,350.67 as turnover grew to HK\$716m. Properties rose, with Cheung Kong and Hongkong Land each 15 cents up at HK\$7.20 and HK\$7.10 respectively.

AGADANT the brewing and agribusiness group, rose 4 cents to A\$2.85 after Mr John Elliot and fellow directors said they were preparing a takeover bid. IEL gained 11 cents to A\$2.10 in active trade of 14,700 shares, including a block of 10m shares traded at A\$2.10 each, after falling on Tuesday following the purchase of a controlling stake by two of its executives.

SINGAPORE saw early gains trimmed by profit-taking, but shares still closed a little higher. Volume improved to 82m shares from 76m as the Straits Times industrial index rose 1.15 to 1,205.01.

FT-ACTUARIES WORLD INDICES

Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

Table with columns for National and Regional Markets, Tuesday July 4 1989, Monday July 3 1989, and Dollar Index. Rows include Australia, Austria, Belgium, Canada, Denmark, Finland, France, West Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA, and various regional indices.

THUMB THROUGH 50,000 PAGES OF THE FINANCIAL TIMES IN 3.9 SECONDS



PROFILE information enables you, in just a few seconds, to search through over 3 years' back numbers of the Financial Times including the special reports and industry surveys. You can pick out every mention of any person, product, company or industry - or any other subject you choose, and read what the Financial Times has said about it.

Form with fields for Name, Job title, Company, Address, County, Telephone, and My organization's business is:.

Handwritten text in Arabic script: صكنا من الامل